





# WORLD NEWS

## EUROPE

RECRUITMENT DRIVE PLANS TO HIRE SEVERAL HUNDRED STAFF

## ECB acts to cope with rising workload

By Wolfgang Münchau, Economics Correspondent

The European Central Bank plans to hire several hundred new staff over the next few years to cope with an increasing workload and assert itself against the national central banks of the 11 countries participating in the single currency.

The plans come at a time when the ECB and national central banks are engaged in a highly visible power struggle over the share-out of responsibilities after next

year's start of the euro, the single European currency.

The ECB started operations in June with a staff of just over 400. It aims to increase staff size to 570 by the end of the year. From next year onwards, it plans further aggressive expansion in most sections, according to central banking sources.

This is understood to affect all departments, including the economics department.

Added together, the 11 national central banks employ more than 80,000

people. Under the rules governing economic and monetary union, the Frankfurt-based ECB and the 11 national central banks form a network known as the European System of Central Banks (ESCB). An increase in the ECB's staff level would require approval from its 17-member governing board, which includes the ECB's six executive directors and the 11 national central bank governors.

ECB staff have faced an intense workload in the last

few months while struggling to meet the January 1 deadline for the technical preparations of the launch of the single currency. One senior official said: "Some people here carry the same workload as entire departments do in the national central banks."

Antonio Fazio, governor of the Bank of Italy, said in an interview this week that the national central banks should retain a high degree of autonomy.

He said the credibility of the ECB "derives from the

credibility and strength of the national central banks themselves".

Those comments caused severe irritation among several top officials at the ECB, who fear an institutional power struggle could undermine both the efficiency of the new system and the general public's confidence in the euro.

Other officials at the national central banks also have emphasised the principle of subsidiarity, under which power is decentralised to a maximum degree.

National central banks are particularly keen to retain full control over their share of securities repurchase operations and foreign exchange dealings.

Some monetary officials suspect the stance taken by some of the national central banks is part of a power struggle to protect second-tier European financial centres - such as Milan and Paris - against the City of London, Europe's largest financial centre, and Frankfurt, the home of the ECB and the Bundesbank.

POLITICAL CRISIS GOVERNMENT IN JEOPARDY AS VITAL COALITION PARTNER CUTS SUPPORT FOR MESUT YILMAZ

## Turkish PM faces fresh censure vote

By Christopher de Bellefeuille in Ankara

The Turkish government was in jeopardy yesterday after Deniz Baykal, whose Republican Peoples party holds a balance of power in the parliament, tabled a vote of censure - the third in two days.

By tabling the motion in response to corruption allegations against Mesut Yilmaz, prime minister, Mr Baykal signalled he was cutting his support for the 17-month-old government. Without Mr Baykal's votes, Mr Yilmaz could not survive a censure vote and would be forced to resign. At the same time, Mr Baykal positioned himself as a guid-

ing hand behind an interim replacement.

Referring to the "inescapable" of a new government, Mr Baykal called for a government of "national consensus" to take Turkey to elections due early next year. On Wednesday, Turkey's two main opposition parties submitted motions of their own in the wake of allegations Mr Yilmaz influenced the tender for Tuzla Taksim Bankasi, a recently privatised bank.

Mr Baykal's motion, however, is decisive. Until now, his party has refused to topple the government. In his statement yesterday, Mr Baykal said he would contribute to "an environment of co-operation" aimed

at creating a new one. In the likely event Mr Yilmaz, who has refused to resign in the face of the corruption allegations, loses a censure motion, it would fall

**It is the third censure motion and Yilmaz may have to resign**

to President Süleyman Demirel to ask party leaders to come up with a new government. But Mr Baykal refused to be drawn on whether he thought the president should

ask Necati Kutun, leader of Turkey's Islamist main opposition Virtue party, to try to form a government. "The president knows perfectly well what he has to do," he said.

Although Mr Demirel, who is on a state visit to Turkmenistan, has reminded Turkey that any new government would have to win a confidence vote, it is considered unlikely he would ask Mr Kutun to cobble together a coalition from Turkey's finely-balanced chamber.

The last time Turkey was run by an Islamist government, in 1996-97, the country's military leadership was so alarmed by what it saw as a threat to Turkey's secular nature, that they

engineered the government's downfall and replacement by Mr Yilmaz's weak coalition.

Since then, the constitutional court has shut down that government's main component, the Welfare party. Yesterday, Ankara's Islamist mayor was arrested for corruption, and Istanbul's Islamist mayor was stripped of his post. Earlier Mr Demirel told a leading Turkish newspaper a fresh Islamist-led government would drag Turkey into more chaos.

Next Monday, a cross-party commission is expected to merge the three motions and set a date for their discussion in parliament. After that, all eyes will be on the president.

## Dassault endorses transfer deal

By Robert Graham and David Owen in Paris

The shake-up in the French aerospace industry took a further step yesterday when the board of Dassault Aviation approved the transfer of the state's 46 per cent stake in the group to Aerospatiale.

In endorsing this transfer, there was a noticeable silence on any industrial relationship between Dassault and Aerospatiale, which is in the process of partial privatisation.

The future of this relationship holds the key to the success of the Jospin government's plans to reorganise the aerospace industry to compete in tough talks on a broader European alliance with British Aerospace and Germany's Dasa.

Yesterday's decision, to be ratified by shareholders on December 23, gives Aerospatiale a financial stake in Dassault, 46 per cent owned by the Dassault family through Dassault Industries.

But Aerospatiale has acquired only a vaguely defined say in Dassault activities through equal board representation and a joint strategic committee.

Aerospatiale will have a say through its directors in the choice of chairman but they themselves are excluded from this post.

One novelty was that all future "important" board decisions will be taken by a two-thirds majority. Aerospatiale is also understood to have been given the "right to look" at Dassault operations.

Dassault makes both the highly successful Falcon executive and the Mirage jet fighters plus the next generation Rafale.

Chairman Serge Dassault resisted attempts in 1996 by President Jacques Chirac to merge with Aerospatiale which holds the French interest in the Airbus consortium, while also producing helicopters, missiles and space launchers.

The Jospin government has sought to overcome Mr Dassault's resistance to any merger by a different approach.

As a first step in July, the government decided to privatise Aerospatiale giving the Lagardère group a 30-35 per cent stake by merging the latter's Matra defence interests.

Since then the government has threatened to use its effective majority through double voting rights on 20 per cent of the shares to force a broad deal with the 75-year-old Mr Dassault.

Last week the government agreed to drop the state's double voting rights acquired in 1978 in return for Mr Dassault's consent to the transfer of the 46 per cent stake to Aerospatiale and stronger state say in decision-making.

Broader agreement on industrial co-operation is thought unlikely until the government has finalised the price and timing for orders of 48 Rafale fighters.

The first operational fighter is due to be rolled out next month but the government is understood to be seeking to reduce the price per aircraft even though no export orders are in sight.

Yesterday the board also approved separation of Dassault Systems, the computer-aided design company, from Dassault's aviation business.

Dassault Aviation currently owns 34 per cent of this quoted company. The tax status of this separation was the subject of intense negotiation with the finance ministry.

## French welcome jobs created by Toyota plant

By David Owen in Onnaing

Just 34 hours after the solemnity of Armistice day, northern France had reason to celebrate yesterday with the groundbreaking ceremony at Toyota's new FF4bn (£700m) greenfield car plant.

The factory, at Onnaing near Valenciennes, promises to revitalise an area with close to 20 per cent unemployment that has fallen on hard times since the decline of the local coal and steel industries.

It should also help the Japanese carmaker to hit its long-term target of a 5 per cent share of the European car market.

As such it will be viewed with mixed feelings by the big French carmakers, which are keenly aware of the current excess of European manufacturing capacity.

One of these - Renault - not so long ago closed its factory at Vilvorde in nearby Belgium.

There were no such scruples at yesterday's ceremony, held in a makeshift construction in the wind-swept field where the planned factory will soon start to take shape. This carefully combined aspects of the French and Japanese cultures and was attended by Hiroshi Okuda, Toyota's president.

One local mayor, Cécile Galliez, from nearby Saint-Saulve, a town of 11,000 inhabitants, observed simply that the number of jobs was so high that work was very important.

Another, Jean-Louis Borloo of Valenciennes, said that with unemployment of 19 per cent, his city was "like Manchester 30 years ago".



Having a feast: Toyota executives and French officials celebrate news of a new plant in France. Reuters

Christian Piret, France's business-minister, made reference to fears that Toyota's arrival might weaken the position of its French rivals only to brush them aside. "Nobody can believe any more that it is by artificially protecting

an industry from competition that you defend it effectively," he said.

The factory, expected to start production in early 2001, should in time create about 2,000 direct jobs and perhaps 1,000 indirectly. It will produce the Yaris, a

small one-litre car, and will have an annual production capacity of 150,000 units.

It was typical of the Japanese company's work ethic that the sound of construction machinery was still evident even while yesterday's ceremony was in full swing.

## German business balks at Schröder's 'poison'

The new Chancellor wants an 'alliance for jobs' but industrialists fear that tax reforms will force them to cut investment and reduce employment, writes Graham Bowley

They have called it "a slap in the face" for companies, a "poison" which will result in lost jobs.

Gerhard Schröder swept to power just seven weeks ago seeking consensus in his bid to get Germany back to work.

But the new chancellor's controversial plans for tax reform have enraged a part of society that will play a key role at the negotiating

table: Germany's proud industrialists.

As the centrepiece of his economic policy, Mr Schröder wants business leaders and trade unions to join the government in special talks, termed "Alliance for Jobs," to work out how to cut Germany's record jobless lines. Even before negotiations have begun, industry is warning the new tax proposals mean companies will cut investment and jobs.

"These higher costs put a question mark over future investment projects," said Manfred Schneider, chairman of Bayer, one of Germany's biggest chemicals groups, this week.

At the root of industrialists' anger is a batch of changes which, simply put, will mean companies foot the bill for income tax cuts for middle and low-wage earners. The government wants to abolish a raft of company tax exemptions, subsidies and write-offs. That is expected to hit small and medium-sized businesses and banks and insurance companies especially hard, the government's slight watering down of the original, harsher proposals notwithstanding.

Most controversially, the new government wants to increase tax on oil and other forms of energy. This will hit households and, along with the decision to phase out Germany's nuclear power plants, could

be strengthening, foreign markets, especially in Asia, have cooled, and Germany's export machine is stuttering. Business is getting worried. In addition, there have been recent calls for big wage increases. IG Metall, the country's biggest union, said it wants workers to share in companies' profits and has demanded a 6.5 per cent pay rise for more than 3m engineering employees next year.

It is against this background that companies are being asked to pay higher tax bills.

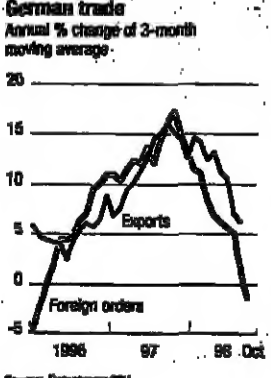
Many economists believe business will react by cutting investment. According to a survey of 700 companies by the Munich-based IFO research institute, 30 per cent said they wanted to reduce investment and cut jobs.

Few forecasters now expect unemployment to fall significantly from its current 4m next year.

"Not one single investor will want to make additional investments here," warned Roland Berger, a prominent management consultant.

The government's programme means "more state, less market," he warned in the magazine Der Spiegel.

One crucial issue is the impact on investment in Germany by foreign companies. This slowed to a trickle in recent years and has been heavily outweighed by Ger-



Source: Bundesbank

man companies' own investment in cheaper, faster-growing markets abroad. Only now is foreign investment in Germany beginning to recover, and the fear is that the extra taxes added to the highest labour costs in the world could stem the flow again.

There are optimists. They believe the income tax cuts and higher wages could stimulate demand and so boost jobs.

Oskar Lafontaine, the new finance minister, shares this philosophy of demand-management, and has set about bullying the Bundesbank to stop it increasing interest rates.

But whatever the short-term stimulus, he and his chancellor cannot forget the lessons of the recent past. Germany's industrialists cut jobs vigorously when they last came under pressure in the early 1990s. Mr Schröder should not rule out the same happening again.

## NEWS DIGEST

### SWEDISH ECONOMY

#### Tame inflation outlook prompts interest rate cut

A tame inflation outlook yesterday prompted the Riksbank, Sweden's central bank, to lower its interest rate corridor by 0.5 percentage points - the first such reduction in two years.

The cut, effective from November 18, brings the deposit rate to 3.25 per cent and the lending rate to 4.75 per cent. Economists said the move would clear the way for additional cuts to the Riksbank's key interest rate, the repo rate.

The central bank justified the move by saying inflation would be below its targeted 2 per cent annual rate in 24 months. Urban Backstrom, Riksbank governor, declined to comment further ahead of a meeting today with the Standing Committee on Finance. Clare MacCarthy.

### ESTONIA FERRY DISASTER

#### Call to recover bodies

The Swedish government yesterday came under pressure to approve the recovery of bodies from the wreck of the Estonia, the ferry which sank in the Baltic Sea in 1994 with the loss of 852 lives.

An independent, government-commissioned report said many victims' relatives had been unable to come to terms with their loss in the absence of efforts to retrieve bodies from the vessel.

However, the report specifically recommended against raising the ship and said the wreck should not be entombed in concrete, as the Swedish government had at one time proposed.

Relatives of the victims are divided over whether to proceed with a recovery attempt, likely to be a gruesome and technically difficult task. Mona Sahlin, a cabinet minister, said the government would decide whether to adopt the report's recommendations in the first two months of next year. Greg McIvor, Stockholm.

### UKRAINIAN FOREIGN POLICY

#### Kuchma still looks west

Leonid Kuchma, Ukraine's president, yesterday reaffirmed his country's commitment to joining Europe, in an apparent rebuff to nationalists in Russia who have called for union with Ukraine.

"Ukraine will overcome all obstacles on the way to Europe," said Mr Kuchma, speaking on Polish national television yesterday, the 60th anniversary of Poland's independence. "We are travelling in the channel of processes, happening in central Europe, reforming the national economy and doing our share to ensure stability and security in the region and the continent as a whole."

Ukrainian officials have taken to calling their border with Hungary and Poland - who are on the European Union fast track for membership - a new "iron curtain". Hungary and Poland will soon implement an EU visa regime for Ukrainian citizens. Charles Clover, Kiev.

### MADRID ATTACK

#### Explosion damages job centre

An explosion tore through a job placement office in Madrid yesterday, damaging the building and three cars outside.

Nobody was injured and no one immediately claimed responsibility for the attack, which took place early in the morning, police said.

But it was similar to previous bombings at job placement offices in Madrid and other Spanish cities. The Marxist guerrilla group Grapo has claimed responsibility for several of the previous attacks.

Grapo, which stands for October First Anti-Fascist Resistance Group, was active mainly in the early years of Spain's transition to democracy in the late 1970s, after nearly four decades of dictatorship under General Francisco Franco. Reuters, Madrid.

### GERMAN FINANCES TAX REVENUES TO RISE

## Lafontaine sticks with gloomy view

By Ralph Atkins in Bonn

Oskar Lafontaine, Germany's finance minister, said yesterday that official estimates pointing to a pick-up in tax revenues gave no reason to alter his gloomy assessment of the financial situation inherited by the new Social Democratic government.

The finance ministry's special commission on tax experts forecast that tax income accruing to Germany's federal, state and local authorities and to the European Union would total DM528.1bn (\$494bn) this year - 3.9 per cent higher than in 1997.

The latest projection compares with a May forecast of DM520.5bn for 1998. The upgrade since May largely reflects improvements at local authority level.

For 1999, the commission expected tax incomes totalling DM566.4bn - a 4.5 per cent increase on this year, but slightly below the DM567.5bn forecast in May for 1999.

The rise suggests tax revenues are responding well to Germany's economic recovery. Tax income fell by 0.4 per cent to DM797.2bn in 1997. However, Mr Lafontaine said the figures were "no occasion to sound the all clear".

This year's increase was attributable largely to one-

off effects, including payments by companies of tax arrears from previous years.

The impact on tax revenues of international economic turmoil would become more noticeable from 2000. But 1999's figures already showed some effect and also reflected past neglect of domestic demand in Germany.

The latest estimates will form the basis for a revised 1999 budget, due to be presented to the cabinet at the end of January.

Mr Lafontaine said a preliminary financial audit by the incoming government showed an additional DM10bn of commitments would have to be taken account of next year.

Separately, Werner Müller, economics minister, said the government's planned tax reforms - not taken into account in yesterday's estimates - would help attract new foreign investment into the country. Taxes on companies would be capped at 35 per cent.

He pledged the government would proceed "prudentially" in its plans for higher energy taxes to fund cuts in social security contributions paid by employees and employers. Mr Müller would ensure business was not put at a competitive disadvantage to other countries.

Scramble for assets expected

Chicago bus backing for

Doubts over Br water privatisation

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RUSSIAN DEBT MORATORIUM EXPIRY WORRIES

# Scramble for assets expected

By Jeremy Grant in London and John Thornhill in Moscow

After Russia's debt moratorium expires tomorrow there could be an unseemly scramble for what is left of Russia's dwindling banking assets - with some of the world's leading banks leading the charge.

The 90-day moratorium, which barred most Russian commercial entities from paying foreign debts, was imposed on August 17 as part of a package of emergency measures to stave off economic collapse.

The simultaneous devaluation of the rouble and default on the domestic debt (GKO) market rendered much of the Russian banking system insolvent overnight. For foreign banks, the effect was an immediate drying up of payments they were owed under forward foreign exchange contracts, worth up to \$7bn. They had bought these from Russian banks as a way of protecting their investments in the country's treasury bill (GKO) market against a rouble depreciation.

With the likelihood increasing that some foreign banks will sue their Russian counterparts for repayment, one western banker in Moscow said this threatened scores of Russian banks with bankruptcy. "We are going to be in a whole new world after the lifting of the moratorium. The big [Russian] banks which got involved in the forwards and GKO markets are just going to get slaughtered," he said.

Creditors, nevertheless, suspect that some Russian banks have used the 90-day grace period to strip their banks of any remaining assets by making soft loans to related companies or transferring money overseas.

This has encouraged some foreign banks in the belief

they will be able to recover some of their debts. Others less hopeful are nonetheless keen to reinforce a point of principle. "It could be one of the few rare cases where Russian banks will have to take responsibility for their actions," the banker said.

If that does not work, some foreign banks may try to convince the courts that the government is responsible for the debt, because it imposed the moratorium in the first place. But the entire process suffers from a lack of legal precedents. "It's going to be a protracted process that's going to have to be solved on a case by case basis," said Marcel Cassard, chief European emerging market economist at Deutsche Bank.

Indeed, some foreign law firms have questioned the entire legality of the moratorium, given that the only documentation justifying its imposition was contained in a press release.

Some affected Russian banks have already begun talks with foreign creditors. Yesterday, Oneworldbank, one of Russia's most influential commercial banks with a big exposure to dollar forward contracts, said it had formed a creditor committee in London to discuss ways of restructuring its obligations.

Vladimir Ryabin, deputy chairman, said: "We want to ensure our bank services and continue to work."

Russia formally requested nearly \$500m in food aid yesterday from the European Union. Andrew Jack reports from Moscow. Gennady Kulik, deputy prime minister for agriculture, said he planned to sign a demand last night for assistance from Brussels after unveiling official estimates showing the extent of this year's disappointing harvest. A further \$500m in food aid has been agreed with the US.

# Kuriles accord edges closer

By Andrew Jack and Arkady Ostrovsky in Moscow

Russia and Japan yesterday took a significant step towards resolving the territorial conflict that has bedevilled their relations since the second world war.

In his first official engagement for two weeks, Boris Yeltsin, Russian president, held talks in Moscow with Keizo Obuchi, Japanese prime minister. Mr Yeltsin presented proposals, kept secret, to end the dispute over four Pacific Ocean islands, which are called the Southern Kuriles in Russia and the Northern Territories in Japan.

Mr Yeltsin appeared in relatively good health for the talks after a convalescence that followed renewed concerns about the poor state of his condition. In a sign of confidence about his fitness, he suggested he would attend a new summit with Japan in early 1999.

However, he unexpectedly cancelled his attendance at a banquet yesterday evening in honour of the Japanese premier, returning instead to his country house outside Moscow and sending Yevgeny Primakov, prime minister, in his place.

The dispute over the four islands, seized by Soviet forces at the end of the second world war, has prevented Russia and Japan from signing a formal peace treaty to end hostilities. Mr Yeltsin proposed the creation of a committee to consider the border between the



Keizo Obuchi at a ceremony at the tomb of the Unknown Soldier in Moscow yesterday

two countries and jointly manage the economies of the islands.

Diplomatic sources indicated Moscow would retain temporary administration while the Japanese border would be re-drawn further north to establish its long-term sovereignty.

Today's meeting and negotiations turned a significant page of history. We are very satisfied," said Muneko Suzuki, the Japanese deputy cabinet secretary. "President Yeltsin is very keen to speed up the process towards a peace treaty. The intention is to reach a resolution on the border issue by the year 2000." Mr Yeltsin's term ends in 2000.

Japan has in the past insisted it could make no territorial concessions, and regional Russian leaders have been equally intransigent.

However, relations have begun to thaw. Japan has



**KURILE ISLANDS**

- Seized by Russia, following explosion in the 17th and 18th centuries
- In 1955 Japan seized a group of the southern islands
- In 1975 Japan takes possession of the entire chain
- 1945 islands were ceded to Russia as part of the Yalta agreement. The Japanese population was repatriated and replaced by Soviets

offered humanitarian and industrial assistance.

Separately, Mr Yeltsin yesterday reacted strongly to anti-semitic remarks made recently by Albert Makashov, the ultra-nationalist Communist deputy. Mr Yeltsin asked the Federal security service (FSB), the successor to the KGB, and the interior ministry "to take

immediate and decisive measures to prevent nationalist and political extremism, which has been spreading in recent days."

The lower house of parliament failed to condemn Mr Makashov, who had referred to Jews as "blood-suckers" and "Yids", and who later called for special quotas for Jews in government.

# Centre-right parties plan image revamp

By David White in Madrid

Helmut Kohl, for decades the world heavyweight champion of centre-right politics, has been out of power for just a few weeks, but already the international movement of Christian Democrats is looking for a change of identity.

About 100 political parties, at a meeting starting in Madrid today, will discuss whether to ditch the title of Christian Democrat International (CDI).

Instead, they may now call themselves Popular International, in the image of the Spanish host party, which has the rare distinction among those attending of being in government.

Mr Kohl's election defeat in September has instantly raised the profile of Jose Maria Aznar, the Spanish prime minister, a man the former German chancellor always used to dwarf when they appeared together.

"The one that is now the key personality in the family is Aznar," says Marcelo Rebelo de Sousa, leader of Portugal's misleadingly named Social Democrat party, which was ousted from power by the Socialists three years ago.

Apart from Mr Aznar, CDI member parties now have only two representatives heading European Union governments - Belgium's Jean-Luc Dehaene and Luxembourg's Jean-Claude Juncker.

Mr Aznar is trying to create a more centrist image for his own Popular party and for the international grouping it belongs to, made up mostly of European and Latin American parties. Dropping the religious tag might help, although some members want to retain it.

The CDI says the movement's name is explained by "the historical and political context in which it was born" in the early 1960s, but does not have any restrictive religious connotation.

Spanish influence is set to be reinforced by the promotion of Javier Ruperez, a Popular party parliamentarian and CDI secretary-general, to the presidency of the organisation, replacing Panama's Ricardo Arias Calderon.

A renamed movement may emerge at the end of the conference on Sunday. Mr Aznar plans to attend, along with as many government leaders as the organisation can muster.

# Serbs in tit-for-tat kidnap of Albanians

By Guy Dinmore in Ljubljana, Kosovo

Serb civilians in Kosovo were last night holding hostage a group of ethnic Albanians in retaliation for the abduction of two Serb villagers by separatist rebels.

Diplomats feared the tit-for-tat kidnappings and willingness of the Serb minority to take action were further evidence of the deteriorating security situation in the province.

Unarmed diplomatic

observers from Finland and Germany were trying to negotiate the release of seven Albanians, who were taken off a bus on Wednesday night near the village of Jozanica in northern Kosovo.

Tuovo Tikkanen, a Finnish observer for the European Union, said the rebel Kosovo Liberation Army (KLA) had earlier allowed them to see the two captive Serbs, who appeared in good health.

Serbian police guarded the approach road to Jozanica

village where the Albanians were being held. There was confusion over how many had been taken prisoner.

"The KLA are destroying everything. We have to take action ourselves," said one Serb from Ljubljana.

Political leaders of Kosovo's dwindling Serb minority have accused Slobodan Milosevic, the Yugoslav president, of betraying them by agreeing last month to a substantial withdrawal of security forces and to enter negotiations that would restore

autonomy to the province.

US mediator Chris Hill, attempting to convert a shaky ceasefire into a lasting political settlement, yesterday met two representatives of the Kosovo Serb minority, Bishop Arthemije and Momcilo Trakjovic. Both have become bitter opponents of Mr Milosevic.

Mr Hill said he was making progress with his peace plan but an agreement was a long way off. While talks drag on, Serbian police are moving back into the rebel

heartland of central Kosovo while the KLA is regrouping. Clashes are reported daily.

British observers in 10 orange-painted armoured Land Rovers arrived yesterday to join an international verification mission led by the Organisation for Security and Co-operation in Europe. They join approximately 200 diplomatic observers now in the province, but the full complement of 2000 unarmed OSCE observers may not be in place for several months.

# Chicago business backing for O'Hare

By Nikki Tait in Chicago

Much of Chicago's business community yesterday supported a proposal to keep O'Hare Airport - the country's busiest - as the focal facility for international and national traffic rather than build an airport to the south of the city.

A study for the Chicago-Land Chamber of Commerce by the Booz Allen consulting firm claimed the existing airport facilities could be strengthened and managed more efficiently, particularly if "non-scheduled operations", such as military or air taxi traffic, were moved. This could lift passenger capacity by 65-70 per cent over 15-20 years, although the study conceded city would be needed "some time in the next 20 years".

Any artificial constraints on O'Hare, coupled with the development of a third airport at Pectone to the south

of Chicago, could cost the greater metropolitan area "some \$8bn to \$10bn per year in lost economic output by 2015".

The contentious issue of how to develop aviation services in the central Midwest region has pitted the same-city-controlled city of Chicago against the Republican state lawmakers, and left passengers frustrated by mounting congestion.

O'Hare handles about 70m passengers a year but airports such as Atlanta and Dallas have sought to capitalise on the constraints faced by O'Hare. Traffic at Atlanta, for example, increased 7.7 per cent last year to 69.2m passengers.

Matters came to a head this summer when two Illinois senators blocked a Federal Aviation Administration agreement that would have added 100 flights out of O'Hare, citing environmental and safety issues. A subsequent compromise proposal for 30 new flights was rebuffed.

Part of the problem is political. Advocates of a third airport, in addition to O'Hare and the smaller Midway airport, generally favour building this to the south of Chicago and outside the city limits, meaning tax revenues would be diverted from city coffers. Residents near O'Hare claim that any further expansion there would increase noise and pollution.

Yesterday, the business community warned that continued debate could cost the Chicago economy dearly: "We are in a race with other cities and regions to become the premier aviation hub of North America. Officials from Dallas and Atlanta have already stated their goal to pass Chicago," said Ron Gidwitz, chairman of the newly-formed Midwest Aviation Coalition, which will lobby for O'Hare's expansion.

# Intel testimony 'a blip on the screen of our relationship'

But McGeady evidence hurts Microsoft because it comes from a partner, not a rival, report Richard Wolfe and Louise Kehoe

The latest witness to take the stand in the Microsoft monopoly trial has changed the complexion of the courtroom battle between the US government and the world's largest software company.

Intel, the world's largest chipmaker, says officially that it is taking a "neutral" stance in court, supporting neither side in the landmark antitrust lawsuit.

But the testimony of one of its executives this week has proved anything but neutral. Steven McGeady, vice-president of Intel's technology division, has levelled accusations that Microsoft abused its market power to intimidate Intel itself. He further claims that Microsoft told him of its plans to "extinguish" its main internet rival, Netscape Communications, the company at the heart of the case.

The real impact of Intel's evidence comes from the company's status as Microsoft's central partner in the personal computer industry. Previous witnesses in the trial - including Netscape and Apple Computer - have been tainted by their historic rivalry towards the software giant.

But Intel has worked so closely with Microsoft in the development of new software and microprocessors that its evidence cannot be dismissed so easily. Mr McGeady testified that Microsoft viewed Netscape as "a common enemy" of both companies, because its internet software threatened to undermine personal computers using Microsoft software running on Intel's chips.

Microsoft's response to Intel's evidence has been unusual, reflecting the awkward and potentially damaging nature of Mr McGeady's evidence.

There is even speculation that the company may call Andy Grove, Intel's chairman, to give what might prove to be an alternative perspective on the relationship between the two companies.

But in court, instead of undermining the company's track record - as it has with previous witnesses - Microsoft has sought to attack Mr McGeady himself. Steven Holley, Microsoft's lawyer, presented evidence in court yesterday that Mr McGeady was viewed within Intel as "a prima donna" who was consistently "belligerent" towards Microsoft.

According to Microsoft, Mr McGeady is a "rogue" employee of Intel, who felt disgruntled when his division was restructured in 1995. It has at least wounded his reputation by revealing he leaked an internal memo about Microsoft - entitled "Sympathy with the Devil" - to the New York Times.

In spite of Microsoft's best efforts, Mr McGeady is unflappable in the witness box. He has doggedly stuck to his central allegation that Microsoft felt threatened by Intel's work on internet-related software, and sought to close down its software operations. Earlier this week the government presented an internal e-mail from Bill Gates, the chief executive and founder of Microsoft, explaining how in July 1995 he told Mr Grove: "One point [I] kept pushing to Andy is that we are the software company here and we will not have any kind of equal relationship with Intel on software."

Microsoft does not deny its attack on Intel's software engineers. Instead it claims their work was of low quality, and conflicted with Windows 95, at the time the latest version of the operating software which drives more than 90 per cent of the world's personal computers.

Intel's evidence about the clash between Microsoft and Netscape is potentially far more damaging to Microsoft's case. Mr McGeady was present at a November 1995 meeting in which he testified

# US companies 'likely to see profits fall'

By Gerard Baker in Washington

US companies face a profits recession in the next year, as rising wages combine with a slowdown in demand to squeeze corporate margins, a leading group of business economists said yesterday.

The National Association for Business Economics, in its latest estimate of US economic prospects, said post-tax corporate profits would decline by 1 per cent this year, and manage only a 1 per cent increase next year. In 1997 profits increased by 7.5 per cent, and just six months ago the economists' forecasts were forecasting profits growth of 3 per cent for both 1998 and 1999.

But the NABE forecast, based on a survey of economists at leading companies, did not suggest a broader recession was in the offing for the US economy. Overall growth this year is expected to be around 3.6 per cent, slowing next year to 3.1 per cent, still only slightly below the economy's long-term trend rate. In spite of the turmoil in financial markets in the last few months, the NABE growth forecast for next year is only fractionally lower than its economists were expecting in May.

"What we have here is a profits recession in an economy that's still growing - a highly unusual set of circumstances," said Joel Praken, the NABE president and chairman of Macroeconomic Advisers, an economic consulting group.

Mr Praken pointed out that the association's forecast for profits was well below expectations on Wall Street. In recent surveys of financial analysts, profits were forecast to grow next year by 15-25 per cent. The possibility of adverse earnings surprises for investors was considerable, he said.

Wage growth is expected to maintain its current strong momentum of around 4 per cent this year, while productivity is forecast to slow sharply from this year's expected 1.6 per cent growth to 1.3 per cent in 1999. Slowing productivity growth will reflect the broader slowdown in output, and will lead to a significant increase in unit labour costs for employers.

The combination will put upward pressure on prices, the NABE said, with the consumer price index rising by 3.2 per cent next year against 1.6 per cent this year. But in an environment of weakening consumer demand, price increases alone will not absorb the increase in labour costs and corporate profits will suffer as a result.

NABE economists believe short-term interest rates are at or near their low point in the current cycle, according to Mr Praken.

The Federal Reserve has cut its federal funds rate twice in the last two months to 5 per cent in response to the international turmoil, and most of the economists thought a further small cut was possible. Unemployment was expected to rise a little from the current rate of 4.6 per cent to 4.8 per cent in 1999.

Most economists have grown markedly more optimistic about US growth prospects in the past month in response to an apparent stabilisation of conditions in world markets, progress on fiscal and financial reform in a number of countries, and cuts in short-term interest rates, the NABE said.

# Doubts over Brazilian water privatisation

By Geoff Dyer in São Paulo and Samer Iskander in Paris

The privatisation of the Rio de Janeiro water company, which was expected to raise at least \$4bn, has been thrown into doubt by a mounting political battle between the governor of the Brazilian state and his recently elected successor, Marcello Alencar, the sitting governor from the centre-left Social Democrats (PSDB), has insisted he will go ahead by the end of the year with the auction of Cedeas, the state water company.

However, the privatisation is strongly opposed by Anthony Garotinho, from the leftwing Democratic Labour party (PDT), who won last month's election for governor and who takes office on January 1.

As well as questioning who has executive control in the transition period after elections, the rapidly escalating dispute is evidence that the swing to the left in last month's gubernatorial elections could have a negative impact on Brazil's huge privatisation programme.

The stakes in the confrontation were raised on Wednesday when the Rio state legislature voted nearly unanimously to withdraw the sale of Cedeas from the state's privatisation programme.

Sergio Cabral Filho, president of the state legislature and a member of the same party as Mr Alencar, said it would be undemocratic to go ahead with the sale following the result of the election. Mr Alencar said yesterday that he would veto the decision by the legislature.

The Rio finance ministry said a new tender document for the privatisation would be released today, following a dispute over details in the first document, and that the minimum price would be maintained at R\$4.98bn (US\$4.13bn).

Two French utilities, Suez Lyonnaise des Eaux and Vivendi, announced in September that they would bid together for Cedeas. It is understood they are waiting to see the attitude of the new government before deciding whether to go ahead.

Mr Garotinho is not the only governor-elect to oppose sales by the previous administration. Itamar Franco, who won the election in Minas Gerais state, will try to overturn the sale last year of a stake in Cemig, the state power company, to Southern Electric of the US.

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## INTERNATIONAL

## Iraq 'can still make banned weapons'

By Alexander Nicoll, Defence Correspondent, in London

Iraq is hiding chemical and biological weapons and may still be concealing Scud missiles, the UK Ministry of Defence said yesterday.

It produced a paper summarising the achievements of UNSCOM weapons inspectors but detailing the continuing threats from weapons of mass destruction which, in the UN's view, make monitoring essential. The move is seen as part of building a case against Saddam Hussein in preparation for possible air strikes.

Iraq's decision to suspend co-operation with UN inspectors triggered the present crisis.

The MoD said Iraq almost certainly retained production equipment and stocks of agents and weapons for biological warfare, and "has the expertise and equipment to regenerate an offensive biological weapons capability within weeks".

Chemical weapons agents and munitions remained hidden, and the chemical industry "could produce mustard gas almost immediately, and limited amounts of nerve agent within months".

Scud missiles dating from before the Gulf war in 1991 could be hidden and quickly available, and work may have begun on a 600km range missile which could be built in a year and fitted with crude biological and chemical warheads, the MoD said.

Iraq could design a nuclear weapon now and, if it could buy machinery and materials from abroad, could build an air-delivered nuclear device within five years.

The MoD said the Iraqi president was diverting "huge sums of money which could otherwise help his people into his illicit

weapons of mass destruction programmes".

Since 1991, it said, UNSCOM had destroyed or made harmless 48 Scud missiles, 40,000 chemical munitions, 690 tonnes of chemical weapon agents, 3,000 tonnes of precursor chemicals, and factories and equipment linked to biological warfare.

The International Atomic Energy Agency had discovered and dismantled a nuclear weapons programme "far more advanced than suspected".

UNSCOM had not discovered or accounted for all of Iraq's lethal arsenal because of Mr Saddam's "deliberate policy of concealment and obstruction", the MoD said.

"He has under-reported his materials and weapons at every stage, and used an increasingly sophisticated concealment and deception system." This system used his own Special Security Organisation and the elite Republican Guard troops.

Materials for weapons of mass destruction were concealed in private houses and farms, and were blatantly driven out of sites while UN inspectors were delayed at entrances, the MoD said.

Iraq had failed to account for substantial amounts of growth media for anthrax, and had "clearly understated" production of anthrax and aflatoxin.

UNSCOM destroyed the Al Hakam biological weapons factory in 1996 although Mr Saddam had denied until 1995 that he had such a programme.

Recent US and French tests had shown traces of nerve gas on missile warheads, and tests in the US, France and Switzerland had revealed evidence of efforts to decontaminate warheads. This conflicted with Iraq's claims that it had never filled warheads with chemical agents including VX, the MoD said.

## GLOBAL ENVIRONMENT WASHINGTON SIGNS KYOTO PROTOCOL ON GLOBAL WARMING

## US raises hope of greenhouse gas breakthrough

By Vanessa Houlder, in Buenos Aires

The US yesterday signed the Kyoto protocol limiting greenhouse gas emissions, raising hopes of a breakthrough in international efforts to combat global warming.

The US move came at a United Nations conference on climate change in Buenos Aires, where delegates are seeking to overcome a deadlock over details of the

accord agreed at the Kyoto climate summit.

However, President Bill Clinton has said he will not submit the protocol to the US Senate for ratification until there are meaningful commitments by key developing countries to restrict emissions.

Stuart Eizenstat, US undersecretary of state, who is heading the US delegation, repeated calls yesterday for participation by developing countries and for the

rejection of arbitrary limits on the use of "flexible mechanisms", such as the trading of emission credits gained when countries exceed their reduction quotas.

The EU and many developing countries are strongly opposed to the US position. John Gummer, the UK's former environment minister who is part of the UK delegation in Buenos Aires, described the US position as "intolerable" and

"offensive" to developing countries, because it reflected the US desire to buy its way out of its problems, rather than take action at home.

The Global Climate Coalition, a US industrial lobbying group, said that by signing the Kyoto protocol "the Clinton Administration broke faith with American working men and women and ignored the unanimous concerns of the United States Senate about the

agreement".

So far, 50 other countries have signed and two have ratified the Kyoto protocol, which is a legally-binding agreement by industrialised countries to limit greenhouse gas emissions by 2010. The UN meeting under way in Buenos Aires is discussing details of the protocol, which is likely to take several more years to complete.

John Prescott, UK deputy prime minister, said he was

hopeful the Buenos Aires summit would achieve its goal of drawing up a plan to agree on the design of flexible mechanisms at a future date. "It appears that the logjam has been broken. There is now real dialogue," he said.

He said the US decision to sign the Kyoto protocol was a good step forward which "indicates a climate of change in America even amongst industrialised groups".

## CLIMATE CHANGE SUMMIT EU COMMISSIONER SAYS RICH WORLD HAS PRIORITIES WRONG

## 'West must clean up own act'

By Vanessa Houlder

Ritt Bjerregaard, the European commissioner for the environment, is in a combative mood. Despite being in pain from a broken pelvis, she has come to the UN summit on climate change in Buenos Aires intent on speaking some home truths.

She thinks the developed world is in danger of getting its priorities wrong. It should clean up its own act, before searching for ways to ease its own obligations by stimulating emission cuts elsewhere.

Her views have put her on a collision course with the US. "We are not afraid of conflict," she says. "There are areas where we and the Americans have divergent opinions."

"The participation of developing countries in reducing

emissions is particularly controversial, as the US will not ratify the Kyoto treaty without it. Mrs Bjerregaard, however, thinks that the developing countries are right to insist on action by richer countries.

She is worried that not enough attention is being paid to the attitudes of the G77 group of developing countries during these negotiations, which may make it harder to bring them on board at a later date. "I would desperately like to see G77 have more part in the process," she says.

Another controversial issue concerns the so-called "flexible mechanisms", such as the trading of emission credits between countries. The EU and the US are at loggerheads over the question of whether there should be any limits on the use of

these mechanisms. The EU thinks their use should be restricted for fear of giving industrialised countries an excuse to neglect their obligations to make cuts at home. But the US insists that imposing limits would dramatically increase the costs of curbing greenhouse gas emissions.

Mrs Bjerregaard says she is not opposed to flexible mechanisms, such as emissions trading, in principle. But she warns that excessive use of emissions trading could compromise domestic action in industrialised countries. That, she says, should lead to "an environmental catastrophe".

The EU is clearly anxious to be seen to take a lead in taking genuine steps to combat climate change. Mrs Bjerregaard is optimistic that this can be done with-

out inflicting too much pain on business and consumers. Recent studies had shown that emission reductions in the EU twice as large as those seen in the Kyoto Protocol could be done for a fraction of 1 per cent of gross domestic product, she said.

The issue of how to make greenhouse gas cuts at home can sometimes get lost in the tortuous negotiations under way in Buenos Aires, which have focused on agreeing a workplan for resolving the "unfinished business" of the Kyoto protocol.

Nonetheless, Mrs Bjerregaard is adamant that the conference should be more ambitious in its goals.

Unless it reaches agreement on some of the key issues being discussed it will not, in her view, have been a success.



Ritt Bjerregaard: intent on speaking home truths

## Technique to grow human tissue using cow's egg

By Victoria Griffith in Boston

US scientists have developed a technique to clone human tissue for transplant by injecting human DNA into a cow's egg cell.

The technique would make it possible for patients needing a transplant of any tissue - heart, liver, or kidney, for example - to "grow" their own replacement. The

risk of rejection by the patient would be negligible, say researchers, because the tissue would contain the patient's own DNA.

The tissue cloning development comes a week after scientists at Johns Hopkins University and the University of Wisconsin announced a breakthrough in cultivating embryonic human cell to grow into tissue. That

technique is controversial since researchers used cells from aborted and in-vitro human embryos. The latest technology, developed by the biotechnology group Advanced Cell Technology (ACT) in Worcester, Massachusetts, would take cells from human adults.

"Every cell in the body contains DNA that has the full potential to create any

other type of cell in the body," says Michael West, chief executive of ACT. "The ability to make a liver cell is tucked away in the skin cell; it's just repressed."

By injecting the DNA into the cow egg cell - and we're not sure exactly how this works - the human cell is taken back to the beginning of life and regains the ability to make all tissues."

Every year, thousands of people die in the US and Europe while waiting for tissue for transplant. Others die when their bodies reject the transplanted organs.

The technology could, presumably, be used to clone humans, although the company says it has no intention of doing so. ACT attracted attention earlier this year when it created the first

cloned transgenic cows.

"We'd like the National Bioethics Committee [a group of scientists formed by President Clinton to advise him on cloning activities] to take a look at this before we go any further," said Mr West. "We're not mixing species here. If you use DNA from a cow, you'll get nothing but a cow, and the same for humans."

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## Former Kazakh PM defiant ahead of election

By Anthony Robinson, in Moscow

The dream of Nursultan Nazarbayev, Kazakh president and former communist party boss, of another overwhelming presidential election victory to keep his family in power for another seven years is facing a stiff challenge.

It comes from the man who knows the autocratic president best - Akezhan Kashegeldin, the former prime minister. He has spent the last two weeks in Washington, Warsaw and Moscow accusing the president of running a corrupt, nepotistic regime and trampling on the democratic and human rights of the 17m people in the oil and resource-rich central Asian country which stretches from the Caspian sea to China.

Mr Nazarbayev has brought forward presidential elections, which were to have been held early next century, to January 10, giving opposition forces little time to organise.

Mr Kashegeldin is, at first sight, an unlikely scourge. Reputed to have made a personal fortune from business and trading in the early years of Kazakh independence, he flew into Moscow this week backed by a flock of expensive international lawyers and US public relations men.

A formal US State Department protest against the Kazakh electoral commission's recent decision to disqualify him as a presidential candidate, and critical editorials in the New York Times and Washington Post newspapers, are testimony to his and his PR advisers' influence.

In Moscow, government security forces protected Mr Kashegeldin after threats forced him to postpone the trip last week. In Warsaw, the Organisation for Security and Co-operation in Europe promised to monitor an election which Mr Kashegeldin argues will be a farce without his participation, and which he has called on the Kazakh Supreme Court to annul.

Mr Kashegeldin has powerful supporters in his bid to challenge the man who led Kazakhstan to independence in 1991 and opened it up to foreign investors while cultivating close ties with Moscow. These include western politicians concerned by the president's increasingly autocratic ways, and business groups and bankers who have grown increasingly frustrated with insider dealing, corruption and the general lack of transparency and legal protection.

The former businessman has a Russian wife and argues strongly that the country needs policies which take into account the multi-ethnic nature of a state with more than 80 Russians and other ethnic minorities. He says many of the minorities feel discriminated against as a result of the ethnic Kazakh bias of the current regime, and many skilled people have left.

Mr Kashegeldin, who also calls for a free press and an end to press harassment, became prime minister in October 1994, soon after Kazakhstan defaulted on its \$4bn foreign debt amid raging inflation.

He gained the confidence of foreign investors and reinvigorated the economy by engaging foreign consultants to oversee a competitive privatisation programme. He also encouraged foreigners to invest in Caspian oil and in the country's rich, non-ferrous and precious metal deposits.

He resigned in 1996 after coming under strong pressure from well-connected local businessmen who resented foreign monitoring and attempts to introduce a western tax system and greater transparency.

"Corruption began with the first two stages of the privatisation process, but Nazarbayev's worst mistake was to put family members in key positions," Mr Kashegeldin says of the president's bid for a third, and extended, term. "It is just not possible for Nazarbayev to remain president all my lifetime and my children for my children's lifetime."

## NEWS DIGEST

## ISRAELI INTEREST RATES

## Key lending rate raised to defend the shekel

The Bank of Israel yesterday lifted its key lending rate by two percentage points to 13.5 per cent in a bid to curb inflation and stem the decline of the shekel. It will take effect on Sunday.

It is the second time in two weeks that Jacob Frenkel, BOI governor, has raised rates by two percentage points, provoking strong criticism from industry that he is squeezing the economy from all sides.

Exporters have gained from the devaluation of the shekel which last month fell 14 per cent against the dollar, reaching a low of Shk4.37. However, higher costs of imported goods are being passed on to the consumer, fuelling inflation and reducing demand.

Inflation is expected to rise to 8 per cent for 1998 instead of ending at about 5 per cent, while gross domestic product is estimated to grow 1.6 per cent. Lower demand is likely to push unemployment to more than 9.6 per cent, making it difficult for the finance ministry to reduce the budget deficit to 2.4 per cent of GDP. Keith Phillips, analyst at SG Securities, said the BOI used the rate increase to discourage higher pay rises in the public sector. Judy Dempsey, Jerusalem

## JEWISH SETTLEMENTS

## Har Homa tenders published

Israel yesterday published tenders for the construction of 1,025 houses at Har Homa, the controversial new Jewish settlement in Arab East Jerusalem, despite a commitment to refrain from any unilateral actions in the peace accord signed with the Palestinians last month.

The tenders, to be submitted by December 24, were published in Ha-Aretz daily newspaper a day after the cabinet ratified the Wye accord. Only eight of the 17 ministers voted for the new land-for-peace deal, leaving Mr Netanyahu little room for manoeuvre next week when the Knesset debates the accord ahead of implementation.

Palestinian officials said the call for the tenders was a provocation and illegal. "Netanyahu is creating new problems for the peace process," said Hassan Astour, who negotiated the Wye accord.

Palestinian and US officials believe Mr Netanyahu gave the go ahead for the tenders in a bid to placate the National Religious Party which opposes any handover of land to the Palestinians. Even so, NRP ministers voted against the Wye accord.

In the accord, both sides agreed in general terms not to take any unilateral actions, but US officials believed they had received some assurances from Mr Netanyahu that he would not publish any tenders. Judy Dempsey

## UNITED NATIONS ASSOCIATION

## New US head chosen

William J. Leurs, a former diplomat who has served as president of The Metropolitan Museum of Art since 1988, has been selected to head the United Nations Association of the USA.

The association is the largest grassroots foreign policy organisation in the US and the country's leading centre for policy research on the UN and global issues.

Mr Leurs said he hoped to engage the American public on the multilateral role the US plays in the world. He would also like to help reverse Congressional opposition to paying the \$1.3bn US arrears to the UN. Reuters, New York



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19 MAY 11 INTEREST RATES

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## ASIA-PACIFIC

## NEWS DIGEST

## ECONOMIC CRISIS

## Moody's expects deeper recession to hit Asia

The crisis-hit economies of Asia are likely to slip deeper into recession before they recover and any upturn is not likely for another two to three years, Moody's Investors Service said yesterday.

"Asia has not yet reached bottom," said Vincent Truglia, co-head of the agency's sovereign risk unit. He said recovery in certain east Asian economies depended more in the short term on a revival of domestic demand in Japan than on the structural reforms urged by the international financial community.

"Structural reforms are necessary but not sufficient conditions for recovery. Some people have confused that." Although some economies had managed to improve their current accounts, this was a result of slowing demand and lower import bills, not because exports had increased. "Any turnaround in east Asia is going to have to centre on domestic demand, and the driving force [there] by far is Japan. There's certainly no evidence that Japan has reached the bottom of the economic cycle," he said.

Excess capacity in the region was having a dampening effect on demand for commodities, which would have a negative effect on emerging economies.

Jeremy Grant, London

## BROKERAGE FUND

## Japan urged to think again

The Japanese government risks seriously undermining its proposed "Big Bang" reforms if it implements a planned brokerage investor protection fund next month, the American Chamber of Commerce in Japan warned yesterday. The proposed scheme would "result in a significant loss of international confidence in the Japanese financial industry" because it did not meet global supervisory standards, it said. The warning will fuel the increasingly tense battle between Japanese and foreign brokers over the protection scheme. Last week 37 foreign banks decided to establish their own breakaway scheme because they feared that joining the official government scheme would expose them to unlimited liability.

The government has insisted all brokers operating in Japan should join an industry protection scheme on December 1. The Japan Securities Dealers' Association (JSDA), the industry body, has already devised its own scheme but foreign brokers are refusing to join it, as they argue it could leave them shouldering the burden for huge losses at failed brokers such as Yamaiichi Securities.

The affair has also triggered a split among Japanese brokers. Some brokers in Osaka said this week they planned to join the foreign fund, instead of the JSDA group, partly because of long-standing rivalries with Tokyo. Gillian Tett, Tokyo

## AUSTRALIAN ECONOMY

## Strong performance signalled

Australian employment figures released yesterday indicate the economy continued to perform strongly despite the economic and financial difficulties experienced by its major trading partners in Asia.

Employment growth in October exceeded all forecasts with seasonally adjusted unemployment falling from September's 8.1 per cent to 7.7 per cent, its lowest level in eight years. Consumer sentiment, seasonally adjusted, jumped sharply, according to a monthly survey conducted this month, compared with the previous month. Gross domestic product increased 0.7 per cent for the June quarter, compared with the previous quarter, translating into a 3.9 per cent increase year-on-year. Positive assessments of the economy by the Reserve Bank and Treasury add to the list of indicators yet to show any sign of impending slowdown in economic growth, said Anthony Thompson, senior economist with HSBC Markets in Sydney. Steve Wyett, Sydney

## VIETNAMESE ECONOMY

## Hanoi closes two banks

Vietnam says it has closed down two small semi-private banks in Ho Chi Minh City and brought the operations of 10 more under state-bank supervision, in the first stage of a bid to restructure the debt-troubled sector. The state bank governor, Nguyen Tan Dung, said further measures to restructure and merge some of the remaining 52 semi-private, or "joint-stock", banks will be announced before the end of the year.

Vietnam's joint-stock banks were established after liberalisation of the banking system in 1991, with shareholders including both private and state-owned businesses.

The two banks now closed, the Nam Do Commercial Bank and the Mekong Commercial Bank, are both comparatively small, with Nam Do's total assets amounting to less than \$3.85bn. Jonathan Birchall, Hanoi

## MFS AMERICAN FUNDS

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## NOTICE OF MEETING

Since my quorum as required by law was present at the extraordinary shareholders' meeting held on November 9, 1998, notice is hereby given to the shareholders of MFS AMERICAN FUNDS that a second extraordinary shareholders' meeting shall be held before notice, at the registered office of the Company, 47, boulevard Royal, Luxembourg on December 15, 1998 at 10.00 a.m. with the following agenda:

1. Change of the name of the Company from MFS FUNDS to MFS AMERICAN FUNDS.
2. Change of the capital currency from US Dollars to EURO as from February 1, 1999 and amendment of Article 5 paragraph 2 of the Articles of Incorporation to be recorded as follows: "The minimum capital of the Company shall be the equivalent in US Dollars, respectively in EURO, as from February 1, 1999, of fifty million Luxembourg francs (50 000 000 - LUF)."
3. Amendment to Article 5 paragraph 3 of the Articles of Incorporation to be recorded as follows: "The initial subscribed capital was US Dollars 50,000, - (fifty thousand) divided into 2,500, - (two thousand five hundred) fully paid Class B shares of the MFS INTERNATIONAL FUNDS - US EQUITY FUND, currently MFS FUNDS - US EQUITY FUND, 2,500, - (two thousand five hundred) fully paid Class B shares of MFS INTERNATIONAL FUNDS - US EMERGING GROWTH FUND, currently MFS FUNDS - US EMERGING GROWTH FUND, and 2,541,800 (two thousand five hundred forty-one point eight thousand eight hundred and four) fully paid Class B shares of the MFS INTERNATIONAL FUNDS - INTERNATIONAL GOVERNMENTS FUND, currently MFS FUNDS - US HIGH-YIELD BOND FUND. The shares are of no par value."
4. Change of the date of the holding of the annual general meeting and amendment to Article 7 paragraph 2 of the Articles of Incorporation to replace "the last Monday of April beginning in 1993 at 10.00 a.m. local time" by "the third Monday in June at 10.00 a.m. local time".
5. Amendment to Article 16 of the Articles of Incorporation in order to add a new 16th paragraph worded as follows: "The Company may, at its sole discretion, make individual redemption requests in kind if they are greater than an amount to be determined from time to time by the Board of Directors."
6. Amendment to Article 18 paragraph 2 of the Articles of Incorporation to replace any reference to "US Dollars" by a reference to "the Fund's Base Currency".
7. Amendment to Article 19 paragraph 1 of the Articles of Incorporation to be completed in line by: "as well as to any other services provider appointed from time to time by the Board of Directors".
8. Change of the fiscal year and amendment to Article 20 paragraph 1 of the Articles of Incorporation to be recorded as follows: "The fiscal year of the Company shall start on the 1st day of February each year and shall end on the 31st day of January of the following year."
9. Decision concerning the extension of the current fiscal year until January 31, 1999 (January 1, 1998 until January 31, 1999).
10. Amendment to Article 20 paragraph 1 of the Articles of Incorporation to complete sentence 1 in line by: "... or its equivalent in any other currency."

There will be no quorum requirement and the resolutions will be passed by a majority of 2/3 of the shareholders present or represented and voting at the meeting. Each share is entitled to one vote.

Proxies should arrive at the registered office of the Company at least 48 hours before the meeting.

In order to attend the meeting, the owners of bearer shares will have to deposit their shares two clear days before the meeting at the registered office of the Company.

By order of the Board of Directors

## China closes big regional stock market

By James Harding in Shanghai

China has shut down one of the country's largest over-the-counter (OTC) stock markets, the latest step in the government's drive to clean up informal institutions of the financial sector.

The unofficial local stock market in Wuhan was sanctioned by the municipal authorities but not by the central government. It was closed by Beijing in a further move to reassert its authority over the unregulated financial business in the provinces that is seen as a threat to social stability.

The closure underlines anxiety about potential flashpoints in China's flawed financial system, as a slowing economy exposes weaknesses of financial institu-

tions as well as industrial companies. China yesterday also announced the closure of one of the oldest and biggest state-owned sugar mills, which has collapsed with debts of RMB700m (\$84m) in one of the country's biggest ever bankruptcy cases.

An analyst at Hubei Securities in Wuhan said yesterday: "The OTC market was like an illegitimate son, which many people believed would be allowed to survive. But Beijing has made up its mind to eliminate it." One reason, he said, was fear of local unrest springing from wide fluctuations on the exchange.

On Wednesday Beijing witnessed one of the boldest public protests since the 1989 demonstrations for democracy, when more than 200

angry investors marched through the centre of the city demanding compensation following closure of a retail brokerage, called Xin Guo Da, which they said cheated them of their savings.

The OTC exchanges, which sprang up in the 1990s in medium-sized cities across China and flourished while the central government turned a blind eye, have at their height boasted a combined market capitalisation of more than \$5bn.

But the closure of the prominent centre in Wuhan, the huge industrial city in central China, signals Beijing's determination to clamp down on the largely unsupervised and highly speculative provincial securities industry.

Beijing has taken unprecedented action against wayward financial institutions this year, closing a bank for the first time in China's modern history and announcing the closure last month of one of the country's largest non-bank financial institutions, Guangdong International Trust and Investment Corporation (Gitic).

The OTC markets, which have grown under the patronage of municipal and provincial governments, appear to be the next target of the government's campaign to centralise control of the financial services industry. Two smaller OTC markets near Wuhan were closed earlier this year.

The closure of the OTC markets also carries risk, as many state sector workers in

poor areas who did not have access to the official stock markets in Shanghai and Shenzhen have poured their savings into unofficial exchanges.

China yesterday marked the continuation of a year-long trend of falling prices, as the benchmark retail price index (RPI) declined 2.9 per cent year-on-year in October. The slide in prices year-on-year was not as steep last month as in September, when the RPI showed prices down 3.8 per cent. Government economists hope this is evidence of a reverse in what they fear has been a deflationary trend.

Prices have been falling in China since October 1997, when Beijing reported its first negative price growth

figures in years. Each month since then, the government has consistently reported negative RPI figures, as the slowdown in income growth and fresh concerns about job security have undermined domestic demand, just as chronic oversupply in many industries has created fierce competition and aggressive cost-cutting. The government has sought to reverse the trend by establishing price floors, pump-priming the economy and clamping down on the smuggling that eats into formal business, so far with limited impact.

China's economic growth in the first nine months of this year was 7.2 per cent compared with the same period last year, below the government's growth target of 8 per cent for 1998.

## Fingers crossed that leaders can avoid Apec summit fiasco

The regional economic crisis and fears of protectionism make it a vital meeting, but the omens for success are not good

By Peter Montagnon, Gwen Robinson and Sheila McNulty

A round of applause broke out in Jakarta four years ago when Rafidah Azis, Malaysia's trade minister, offered Kuala Lumpur as the venue for this year's summit of the Asia Pacific Economic Co-operation (Apec) forum.

Then it seemed that Malaysia was finally willing to become engaged in a regional trade liberalisation process it had hitherto regarded with reserve. But now some of those who clapped must be regretting their enthusiasm. For, as the 21 leaders start arriving in Malaysia this weekend, their meeting is beset with problems that could make it an embarrassing fiasco.

Not only must they look for a credible way out of the economic crisis that has hit Asia over the past 18 months. The US and Australia are at loggerheads with Japan over its refusal to free trade in forestry and fishery products as part of a concerted sectoral liberalisation programme. Worst of all, there is general worry about whether Mahathir Mohamad, Malaysia's controversial prime minister, is a suitable chairman given current domestic tensions, his frequent outbursts against financial investors and his recent decision to impose capital controls.

Normally, the host sets the tone for Apec summits and plays an important role in shaping the outcome. But several of Dr Mahathir's guests are reluctant to be publicly associated with him since charges of sodomy and corruption were laid against his main political rival, Anwar Ibrahim.

Mr Anwar's detention under the Internal Security Act and his court appearance with a black eye last month prompted an outcry even from some of Malaysia's normally reticent neighbours such as the Philippines and Indonesia. President Bill Clinton and Jean Chrétien, Canada's prime minister, are studiously avoiding a bilateral meeting with Dr Mahathir while they are in town.

In that climate it may prove difficult to make progress with the group's normal economic agenda, which is already complicated by the arrival this year of Russia, a large new Apec member with a whole host of problems of its own and a traditional reluctance to play a backseat role.

US officials believe this year's meeting has a crucial role to play in preventing the regional economic crisis from leading to a retreat into protectionism. If the afflicted countries are to continue receiving financial assistance and sell their products in the US, they must maintain open markets of their own and stimulate domestic demand. Japan's reluctance to open its fisheries and for-

estry markets has thus become an issue of symbolic importance.

Japan argues that it is already a large importer of both fishery and forest products, which carry low tariffs of 4.6 per cent and 1.7 per cent respectively. But these are both sensitive products and it was politically difficult to cut tariffs to this level in the Uruguay Round.

Further cuts should come in the context of a new world trade round in which Japan could expect reciprocal concessions, says Masaki Okada of Tokyo's foreign ministry.

But this cuts little ice with those who worry that Japanese recalcitrance could cause the whole concerted action programme to unravel. Indonesia, for example, might be tempted to opt out of liberalisation in other sectors such as chemicals. Sectoral liberalisation covering 40 per cent of intra-regional trade is "central to Apec's work programme," says Joanna Hewitt, Australia's Apec ambassador. "It would be a great setback if we were not able to produce a good package."

But it is not only on sectoral liberalisation that the meeting will be judged. President Clinton said this week that he was looking for a new commitment from Japan to revive its economy as well as moves to facilitate private sector debt restructuring in Asia as part of efforts to revive regional growth. Australia has been

urging Apec countries to commit themselves to international standards in banking and financial market supervision as part of efforts to improve transparency and prevent future crises.

Others, including Dr Mahathir, want reform of the world financial system to be discussed, with several Asian countries expected to call for better surveillance of financial markets and regulation of short-term capital flows. How Dr Mahathir handles this question as chairman is likely to be crucial to the overall outcome of the meeting.

Some participants fear the too much focus on the Anwar trial - many visiting leaders will be under strong pressure from home to raise



Mohamed Mahathir (left) can he hold the Apec conference together?

the issue and there could also be large demonstrations in Kuala Lumpur - might drive him into a corner and prompt further outbursts of anger directed to hedge funds and other portfolio investors. The meeting could then break up in disarray.

Even on the Japanese trade question there is doubt over his willingness to bang heads together, because of Tokyo's role in financing large Malaysian infrastructure projects.

Malaysia is trying to keep domestic politics out of the summit. "If we cloud the agenda with political motives, we will never be able to focus on issues of interest to member economies," Ms Rafidah says. Elsewhere a climate of

nervousness prevails, based on the realisation this is one of those rare summits, which cannot be scripted in advance.

The best hope is fear of a fiasco will keep everybody on their best behaviour. Most also agree Dr Mahathir himself needs a positive outcome to boost his flagging international reputation and may want to keep some of his more extravagant views under wraps. "Anyone trying to barge their way through with rhetoric will be pretty savagely dealt with by their fellow leaders and by the media," says Tim Fischer, Australian trade minister. "That in itself will be a constructive dynamic."

Editorial Comment, Page 13

## POLL BATTLE GUBERNATORIAL ELECTION COULD EMBARRASS THE JAPANESE GOVERNMENT AHEAD OF A VISIT BY PRESIDENT CLINTON

## Okinawa questions merit of US military presence

By Michiko Nakamoto in Tokyo

Along the road from the airport into central Naha, Okinawa's largest city, travellers pass a large US army fire station, a US navy ship docked in the port and a huge stars-and-stripes covering the whitewashed wall of a building on Sunshine Road.

They serve as continuing reminders of Japan's security relationship with the US. Okinawa, Japan's southernmost prefecture, has borne the largest burden of that relationship and lived with the legacy of a war most Japanese hardly ever think about.

The prefecture provides more than 75 per cent of the

Japanese land used for US bases, and more than half of the US troops in Japan are based on the island. This has led to an increase in crime and traffic accidents, which have aroused local anger against the foreign military presence.

This Sunday, Okinawans will vote in a fiercely contested gubernatorial election that has ignited a public debate throughout Japan on Okinawa's disproportionate share of the US military burden. The election, which comes a week before President Bill Clinton is scheduled to visit Japan, could be an embarrassment for the Japanese government.

Masahide Ota, the incumbent governor, is calling for

total removal of the US military presence from Okinawa. His opponent, Koichi Imaizumi, a local business leader, believes the US bases should be used to win central government funds for

'Okinawa cannot use its land or sea or skies freely'

the local economy.

If Mr Ota wins, the government will have to review its options. He has refused to be moved by government offers of generous funds - Tokyo's answer to Okinawa's woes.

The elections are not just about Okinawa. The debate raises difficult questions for the whole of Japan about sharing the military burden, about Japan's security arrangement with the US and about the security of the entire east Asian region.

Mr Ota says Okinawa is being sacrificed by central government to maintain the security arrangement with the US. "Okinawa is not a US territory... but it cannot use its land or sea or skies freely. If the [US-Japan] security alliance is really important, the whole of Japan should bear the responsibility [for it] rather than making a small place like Okinawa bear the

burden," he says.

The US military presence is the single largest obstacle to the prefecture's economic development and independence from central government subsidies, the Ota camp claims.

Mr Ota's firm stand against Tokyo appeals to the local community's resentment towards central government, which many Okinawans believe sacrificed the islanders to protect the mainland during the war and continues to do so in peace.

"The Okinawans hate the Japanese even more than the Americans," notes Masayuki Makino, chief executive officer of Makino Works, which runs a highly

successful actors' school.

But growing support for Mr Imaizumi, who is backed by the ruling Liberal Democratic party and the local business community, indicates that many Okinawans are beginning to ask whether Mr Ota's strategy is feasible.

It is unrealistic to think that the US would accept the removal of its bases or that Japan could do without the US military presence, says Masahide Maeshiro, assistant professor of sociology at Ryukyu University.

The US presence provides the prefecture with a bargaining chip with which to win funds and other concessions from the central government, he adds.

## Five of Pakistan's power companies agree price cut

By Farhan Bokhari in Islamabad

Pakistan's dispute with private power producers yesterday moved a small step closer to resolution, amid signs the government was yielding to international pressure to end the row.

The government announced that five of the 19 private power producers had agreed to reduce their tariffs by up to 30 per cent, in the first big concession to official demands for cuts. In response, the government agreed to drop its criminal investigations into charges that bribes were paid when the contracts were signed.

Despite yesterday's movement Pakistan appeared to be no closer to resolving the dispute with the Hub power company (Hubco) and Kot Addu Power company (Kapeco), the largest two privately owned power plants

whose shareholders include Britain's National Power.

Ishaq Dar, finance minister, said the five companies had agreed to cut prices through "normal commercial discussions" and "no coercion" was involved.

The government has been locked in a bitter dispute over the issue for months. It has sought cuts in tariffs while pursuing investigations into claims the companies bribed officials under the government of Benazir Bhutto, the previous prime minister. Ms Bhutto opened up the power generation sector for private investors for the first time in 1994, in response to severe energy shortages. Her government was dismissed two years ago amid allegations of corruption.

The corruption investigations into the power sector were seen as an attempt to

force tariff cuts to reduce the losses of the state-owned Water and Power Development Authority (Wapda), notorious for widespread inefficiency and internal corruption. Wapda is obliged to buy at least 80 per cent of the power produced by private companies.

Yesterday's announcement came on the second day of the visit of an IMF team to Islamabad, to finalise a badly needed loan, vital to stave off a foreign debt default. The Fund and the World Bank are believed to have urged the government to back away from its investigations. Both agencies are said to have urged a separation of the tariff negotiations from the criminal investigations and apparently said that the controversy would only further harm Pakistan's already bleak prospects of attracting new investments.

Sadler's Wells

UK Tour 1998

## Carmen

As Andalusian folk opera with bugles and drums 18-21 November

## Your chance to win tickets for Carmen

Making its London debut at the newly re-opened Sadler's Wells, the Andalusian folk opera *Carmen* is a vibrant theatrical spectacle fused with Spanish music and dance. Sadler's Wells is holding a competition to give away 100 tickets to the performance on Monday 18 November to one of 20 pairs of lucky winners to be selected from 20 November at 8pm on the website of Sadler's Wells.

SG Hambros

صكرا من الاصل



## NEWS DIGEST

## SEMICONDUCTOR SALES TO RECOVER

## Global sales heading for 9% growth next year

Global semiconductor sales are expected to bounce back next year following a sluggish 1998 and show overall growth of 9.1 per cent to \$133.4bn, according to the California-based Semiconductor Industry Association.

The SIA, in its semi-annual economic forecast, predicts that the rebound will be led by a surge in memory chips, microprocessors and digital signal processors which are found in electronic products including mobile telephones, set-top boxes and modem communication devices.

Sales should increase by a further 15.2 per cent in 2000 and by 18.2 per cent in 2001 as the growth cycle gathers momentum, the Association said.

"The semiconductor market is a \$122bn industry this year, but we should hit \$182bn by the year 2001," said Steven Appleton, Micron Technology's chief executive. "That is a growth rate of 42 per cent in the next three years."

This year is the first year since 1985 that the overall chip industry has seen sales decline reflecting overcapacity in some product areas - particularly memory chips - and the economic crisis in Asia which has depressed sales for all semiconductor companies. Paul Taylor, London

## PHARMACEUTICAL PATENTS

## EU takes Canada to WTO

The European Union has requested a World Trade Organisation dispute panel against Canada over its failure to provide adequate patent protection for pharmaceutical products.

The European Commission, the EU executive, said the Canadian rules cost the European pharmaceutical industry several hundred million dollars a year. Its request for a WTO panel comes after the failure of two rounds of consultations between the two sides.

The Commission said Canada's patent legislation did not comply with the WTO's agreement on Trade-Related Aspects of Intellectual Property Rights (TRIPS), obliging WTO members to guarantee patent holders exclusive rights to use a patented invention for 20 years.

Under Canadian legislation, parties other than the patent holder may, without the patent holder's consent, use a patented invention to carry out tests to obtain marketing approval of a copy of a patented medicine, before the patent expires, or to manufacture and stockpile patented medicines for up to six months before patent expiry. Sales of European pharmaceutical products in Canada last year reached C\$1.4bn, or 45 per cent of the total Canadian pharmaceuticals market of C\$3.2bn.

Neil Buckley, Brussels

## CHINA RETAILING

## Duty-free shops planned

China plans to open several more duty-free stores in the centres of its biggest cities next year, offering new outlets for the sale of luxury brand consumer goods from Europe and the US to foreign tourists and residents.

Ge Zhixin, general manager of the China Tax Free Commodities Company, was quoted yesterday by the official media as saying that new duty-free shops were likely to be opened in Shanghai, Beijing and Guangzhou.

Shanghai already has four duty-free stores, some at the airport and others in the heart of the city. The shops, which were first introduced in China 10 years ago, are aimed at overseas tourists and foreigners living in China's main cities. James Harding, Shanghai

## OECD Export Credit Rates

The Organisation for Economic Co-operation and Development announced new minimum interest rates (%) for officially supported export credits for November 15 1998 to December 14 1998 (October 15 1998 to November 14 1998 in brackets)

	4.81 (4.78)	Yen	2.10 (2.07)
D-Mark	4.80 (4.82)	Peseta	4.80 (4.94)
Scu	4.84 (4.88)	Sheqel	5.05 (5.47)
French franc		Swiss franc	3.88 (3.57)
Guider			
Up to 5 years	4.70 (4.75)	US dollar for credit	5.18 (5.82)
5 to 8.5 years	5.00 (4.98)	Up to 5 years	5.18 (5.82)
more than 8.5 years	5.25 (5.45)	5 to 8.5 years	5.18 (5.82)
Million lire	5.19 (5.29)	more than 8.5 years	5.49 (5.79)

These rates are published monthly by the Financial Times, currently in the middle of the month, at a premium of 0.25 per cent as to be added to the actual rates when they are in effect. Interest rates may not be fixed for more than 120 days.

\* The Japanese Yen CRR changed to 2.10 as of October 1998. \*\* The Japanese Yen CRR and change to 2.07 as of November 2000.

## CANDIDATES TO HEAD THE WTO ROY MACLAREN: THEOLOGY AND TRADE NEGOTIATIONS

## Desire for transparency and a better deal for poorer countries

By Guy de Jonquieres

Roy MacLaren boasts unique credentials in the contest to head the World Trade Organisation. He is the only candidate with a degree in divinity and a diploma from Harvard Business School - along with an impressive string of other educational qualifications.

"Some unkind wit once said I worship God and mammon at the same time," he says. "The study of theology might suggest that some of the metaphysical questions that come before the WTO might be more comprehensible to me than otherwise."

But Mr MacLaren's strongest suit is his range of experience, acquired during a career spanning government service and business. A 64-year-old Canadian, who started as a diplomat dealing with trade and development issues, he worked in advertising and became a successful magazine publisher, before entering politics.

As trade minister from 1983 until 1986, he helped conclude the Uruguay Round and North American Free Trade Agreement. He has since returned to diplomacy, as Canada's high commissioner in London.

He says his career has equipped him to foster the consensus needed to move the world trade agenda forward. "The new WTO director-general must be a person



**Roy MacLaren**  
Nationality: Canadian  
Work experience: From 1988 to 1994-95  
1993-95  
1994  
1995  
Canada's High Commissioner in London  
Minister for International Trade  
Minister for National Revenue  
Minister of State (Finance)

who can achieve conciliation between the conflicting approaches of those who have some scepticism about further liberalisation, and those who remain ardent advocates."

The more so since the WTO's next big negotiations would need to tackle a broad range of issues far more speedily than traditional trade rounds. Progress would also depend crucially on convincing public opinion and non-government organisations (NGOs) that liberalisation was in their interest.

"When I first became involved in trade policy, it essentially operated at the borders, in areas like tariffs," he says. "That is no longer the case. Trade policy today raises questions of a much more domestic character: they are internal rather than external."

The WTO could only persuade people it was not intruding unreasonably in their affairs by becoming more transparent. It needed to publish decisions and documents faster, distribute them more widely, and

improve dialogue with the outside world, possibly by giving NGOs the "consultative status" they enjoy in the United Nations. Providing better public access to information, he concedes, would add costs to the WTO's already tightly stretched budget. "With my business background, I am all for lean organisations. But I also recognise there is a number of under-funded areas in the WTO," Mr MacLaren says.

He says the body cannot be truly global until China and other applicants are members. But bending the rules to get them in quickly would simply create a two-tier organisation. "It won't be overnight that we see China enter the WTO," he says.

Mr MacLaren's other big priority is to win a fairer deal for the WTO's very poorest members. "We have to be sure the WTO is truly universal in a whole lot of ways, above all by ensuring the least developed countries that multilateral rules work for them."

A case in point was the

WTO decision in favour of a US complaint against the European Union's banana regime. Although correct in narrow trade policy terms, it failed to recognise the vulnerability of the Caribbean economies which depend on banana exports, he says.

Part of the solution, he thinks, is for the WTO to co-operate with the World Bank and other development agencies to step up technical assistance, so poor countries can enjoy more fully the benefits of world trade.

Mr MacLaren bristles, however, at suggestions by some developing countries that the WTO can only tackle their problems effectively if one of them provides its next director-general.

Personal merit, not regional affiliations, should decide the choice of the WTO's new head, he insists. "The issue has ultimately to be who is the best person to be the organisation through some complex and difficult years ahead, with a real understanding of the interests of the total membership."

This is the first in a series of profiles on the four declared candidates to succeed Renato Ruggiero as director-general of the WTO. Mr Ruggiero's four-year term ends in April but he has indicated a willingness to step aside earlier.

Feature, Page 13

## EU RAISES OBJECTIONS ALITALIA AND NORTHWEST LIKELY TO CO-OPERATE UNDER AVIATION DEAL

## US and Italy agree 'open skies' accord

By Michael Skapinker, Aerospace Correspondent

The US and Italy yesterday agreed a new "open skies" accord. The agreement is expected to hasten the formation of a new international airline alliance, including Alitalia, Northwest Airlines of the US and KLM of the Netherlands.

Washington welcomed the agreement, but the European Commission is expected to begin legal action against Italy over the accord. Brussels is already taking eight other EU countries to the European Court of Justice over their aviation agreements with the US.

The US-Italian agreement, which will allow airlines to fly freely between the two countries, will be ratified when Alitalia and Northwest receive anti-trust immunity from the US authorities.

This will allow them to set prices jointly and sell seats on each other's flights. US officials said they could not say when immunity would be granted.

Alitalia and Northwest are expected to link up with KLM, which has already announced it intends to form an alliance with the Italian

carrier, Continental Airlines, which is pursuing a link with Northwest in spite of opposition from the US justice department. It is also likely to be part of the grouping, which is expected to be called Wings.

The airlines would attempt to challenge the dominance of the Star Alliance, the six airline grouping led by United Airlines of the US and Lufthansa of Germany.

Oneworld, the five-carrier alliance led by British Airways and American Airlines, is expected to announce how it plans to operate early next year. BA and American have

said they will not apply for immediate anti-trust immunity, although they would like to achieve it in the long term.

The US has said it will not grant immunity to BA and American until the UK agrees to an open skies agreement. Talks between the UK and US over a new accord broke down earlier this year. BA has said it would prefer aviation relations between the US and UK to be liberalised in stages, allowing London's Heathrow airport to be opened to competition gradually rather than all at once.

David Marchick, US deputy assistant secretary of state for transport, said: "This [US-Italian] agreement means that, of the top six markets between the US and Europe, the UK remains the only country that has not initialised a liberalised air services agreement with the US."

A Brussels official said the Commission would take no action until it had been officially informed of the agreement. It is then expected to write to the Italian government objecting to the accord, as a first step towards beginning court action.

The Commission objects to the open skies agreements because other EU countries cannot take advantage of them. The new agreement would mean that while Italian carriers could fly to the US, other European airlines could not begin services between the two countries. Brussels argues that this violates the principles of the EU single aviation market.

The Commission wants to negotiate an overall agreement between the EU and the US but has said this would incorporate, rather than scrap, existing bilateral accords.

## Strong demand for internet licences in India

By Mark Nicholson in New Delhi

India has seen strong demand for licences for private internet service providers (ISP) less than a week after the government ended the state monopoly on internet access, with officials saying more than 100 companies already asked for application forms.

Officials at the department of telecommunications said they had received 50 firm applications and that 11 licences had already been issued, including to MTNL, the state telephone provider for Bombay and Delhi. The remainder, said officials, were from small Indian companies intent on establishing smaller, city-based net access. "We're now issuing around three to four licences a day," said a telecoms official.

The new policy, which ends a monopoly enjoyed for the past three years by VSNL, the state international telecoms provider, allows for national, regional or citywide players, places no limits on the number of licences and requires just bank guarantees to back the licensing. IT industry executives say they expect a rash of smaller players to enter the ISP fray, with citywide providers requiring bank guarantees of just Rs200,000 (\$7,100) to secure a licence.

"It will proliferate like TV cable companies," said Pradeep Kar, managing director of Microland, an internet-based software company based in Bangalore, referring to the early 1990s explosion in India of local, small-scale cable television providers, of which there are now tens of thousands nationwide.

Telecom officials said they would issue a list next week of early applicants, which they said so far did not include the "big players".

Online, America Online, CompuServe and other established international internet providers, along with major telecoms groups, are expected to apply for national licences.

Two of India's most successful software companies, Wipro and Satyam Computers, have already declared their intention to apply for national internet licences, while many other big companies are understood to be interested in setting up all-India services.

These include Bharti Telecom, in which BT, the UK telecoms group, has an interest, Zee, the satellite TV company, IN Network, the cable company owned by the Hinduja, the non-resident Indian investors, and the B K Modi group, a diversified company, which was reported in yesterday's business press to be in talks with both Yahoo! and America Online. The new internet policy limits foreign ownership of ISPs to 49 per cent.

Industry executives broadly agree there will be a rash of licences issued within the next few months, followed by a later shake-out in the industry - most seeing fewer than a handful of companies managing to sustain all-India services. "You'll probably end up with just one or two national players, two or three dominant in each region and a lot of city players feeding into the national net carriers," said L. Subramanyam, editor of The IT trade publication.

VSNL, the current monopoly provider which introduced commercial internet services three years ago, has already declared its intention to cut user tariffs and expand network capacity to compete.

## Cinemas set for rapid growth

By Alice Rawsthorn in London

Europe's entertainment industry is set for further growth over the next five years, with music sales rising modestly and steep increases forecast for the cinema sector, according to a new study.

The study, by Market Tracking International, the research consultancy, expects western European music sales to fall this year to \$12.2bn, but to rise by 18.4 per cent to \$14.4bn in 2004.

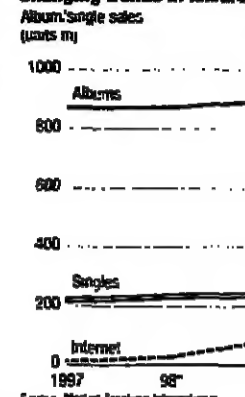
Cinema attendance across western Europe is expected to increase by nearly 11 per cent over the shorter period from 88m this year to 98m in 2002, with box office receipts up by 9 per cent from \$4.73bn to \$5.16bn.

The overall picture of modest growth in the western European music business disguises sharp discrepancies between different countries, according to MTT.

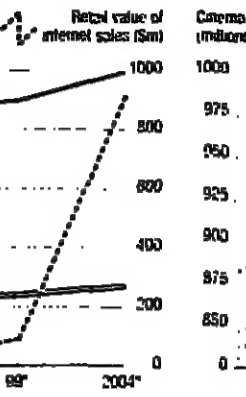
It expects German sales to stall at around \$3bn, while the UK overtakes it as Europe's biggest music market with 12 per cent growth to \$3.37bn in 2004. The fastest growing market will be Portugal, where music sales are expected to double to \$377m over the same period.

MTI expects rapid growth in sales of music over the internet, mostly by mail order, rather than direct dis-

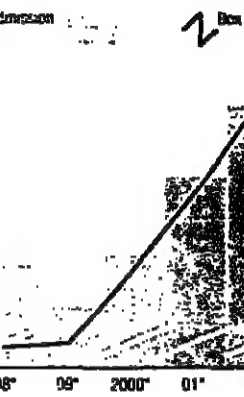
## Changing trends in leisure



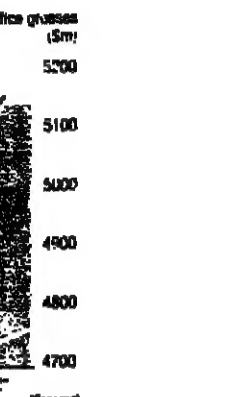
## Retail value of internet sales (\$m)



## Cinema admissions (millions)



## Box office gross (\$m)



Source: Market Tracking International

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tribution of digitalised recordings to consumers' computers.

Europe still lags two or three years behind North America in terms of internet retailing. MTT estimates that European consumers purchased just \$4m-worth of music over the internet last year, and will buy nearly \$18m-worth this year. However, it expects the total to rise to \$81m next year and \$804m in 2004.

Many European music retailers have recently started selling over the internet. Both CD Now and N2K, the US online retailers, have opened a Netherlands distribution centre. Amazon, the US internet bookseller which is now the world's biggest online record retailer this

autumn, plans to introduce music to its recently launched UK and German online bookshops.

The prospects for western Europe's cinema industry are somewhat smoother. After several decades of decline, the industry revived in the mid-1990s as new multiplex cinemas were constructed across the continent.

MTI expects the multiplex openings to continue, with the number of screens in western Europe rising from 23,511 at the end of this year to 26,859 in 2002.

The availability of larger, more comfortable theatres with a wider choice of films should encourage more people to visit the cinema, and to go there more often,

thereby fuelling robust growth in box office receipts. Annual admissions and box office revenue should show double digit growth in France, Germany and the UK, the three largest western European cinema markets, according to MTT.

The expected upturn in western Europe should be welcome news for the cinema industry, which is braced for more testing trading conditions elsewhere in the world, notably the mature North American market and economically turbulent Asian region.

European Music & Media Report 1999 is published for \$399 by MTT, 7 Archway Business Centre, Wadsworth St, London N19 4RU. Tel: +44 171 263 1965.

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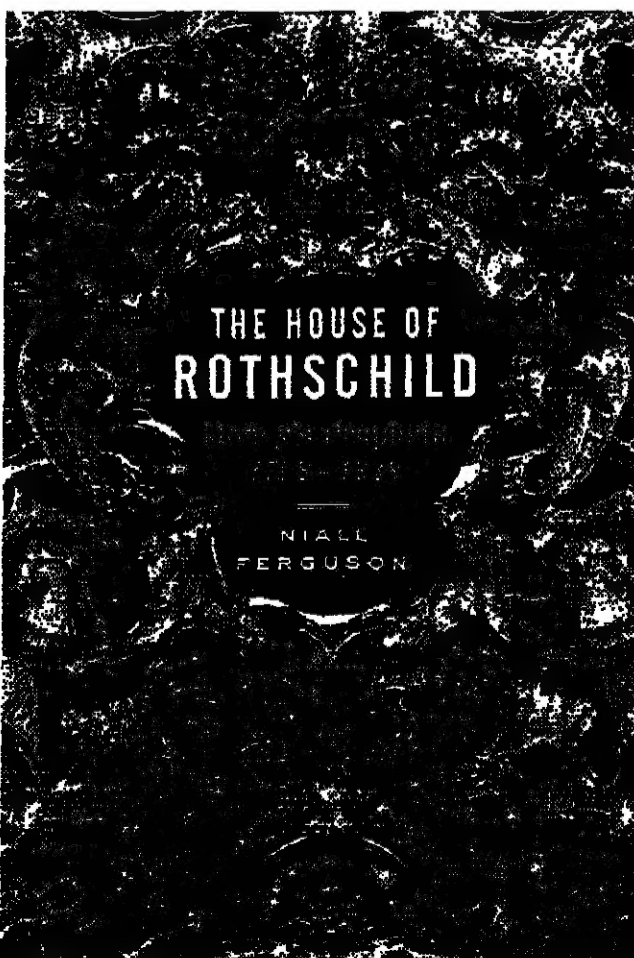
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## BRITAIN

## Taiwan's USI to open Scottish factory

By James Buxton in Edinburgh

Universal Scientific Industrial, a Taiwanese electronics company, is to site its first European factory in Irvine, central Scotland. The £15m (\$25m) investment is further confirmation that Taiwan remains a strong source of inward investment in Britain when there is little new investment from other Asian countries.

USI, founded in 1976, makes components and assemblies for the worldwide electronics industry. It employs more than 3,000 people in Taiwan, Japan and Mexico and has joint ventures in China and Japan. The Scottish plant will handle design, marketing and customer support as the company pursues new oppor-

## Minister cautious over high-tech planning application

John Prescott, deputy prime minister and chief environment minister, yesterday moved cautiously on a planning application regarded as a test of the government's attitude towards developing greenfield high-technology centres, Alan Pike writes.

He accepted that aspects of a science park Wellcome Trust wants to build

alongside its Hinxton Hall genetics research centre near Cambridge were in the national interest. He has not at this stage endorsed a planning inspector's decision to reject the proposal. More evidence about the scheme will now be required.

The government is examining ways of speeding up planning processes to establish dedicated

technology clusters on the lines of California's Silicon Valley. But the interests of high-technology organisations can conflict with priorities of municipal authorities and environmental campaigners.

South Cambridgeshire district council said Mr Prescott was now putting the spotlight back on Wellcome.

minister, welcomed USI, saying: "Investment of this magnitude is always good news, but particularly at a time when many companies are feeling the effects of the current global economic downturn."

Irvine is an important centre of electronics manufacture. Fullarton Computer Industries, a subsidiary of the London-based Laird Group, employs about 2,000 people in 13 factories making computer components and assemblies.

Taiwanese electronics companies have continued to invest in the UK since the Asian financial crisis last autumn brought a sharp downturn in the number of companies from the region making inward investments in Europe. The Taiwanese

economy has proved more resilient than others.

However, in September, Lite-On Technology, a Taiwanese company which makes computer monitors at Mossend in central Scotland, decided to suspend operations at its plant.

USI is the fifth Taiwanese high-technology company this year to agree to establish UK factories. Acer Peripherals plans a £25m plant to assemble computer monitors in Wales. ADI is to spend £25m to build moni-

## NEWS DIGEST

## GOVERNMENT WEBSITE

## Central bank chief faces hour of online questions

Eddie George, governor of the Bank of England, the UK central bank, yesterday ventured into cyberspace to defend the Bank's interest rate policy and to answer questions about the imminent launch of the euro.

He was quizzed for an hour on the Department of Trade and Industry's "Enterprise Zone" website, in the latest in a series of online "chats" in which small and medium sized companies are given the opportunity to put their questions to leading business figures.

The 7,000 surfers logging on to the interview was the largest number for any of the DTI's online chats so far. More than 100 questions were e-mailed to the governor during the interview. Mr George said the Bank was well aware that the strong pound had hurt several sectors, notably agriculture and manufacturing. But the "unpalatable truth" was that the Bank had to set one interest rate for the economy as a whole. "We have had a strong exchange rate, although happily it has begun to come off a bit now," he said. Robert Chote, London

## First N Ireland arms handover is signalled

By John Murray Brown in Belfast

A parallel handover of weapons with the Irish Republican Army was proposed yesterday by the Loyalist Volunteer Force, an anti-republican group. It was the first sign of a possible break in the long deadlock over "decommissioning" of paramilitary weapons in Northern Ireland.

The proposal came after Mo Mowlam, chief minister for Northern Ireland in the UK government, had accepted as genuine the ceasefire declared in September by the LVF, which accepted responsibility early in the year for several murders of Roman Catholics.

Ms Mowlam said she was satisfied the LVF had "established a complete and unequivocal ceasefire" and welcomed the "significant contact" the group had made with the decommissioning unit headed by General John de Chastelain.

The LVF, which opposed the April peace agreement, said it was ready to begin handing over weapons within weeks now the government had acknowledged its ceasefire, which allowed it to join a scheme under which paramilitary prisoners can be released early.

Pastor Kenny McClinton, who mediates between the group and the decommissioning body, said he had been in contact with the LVF's ruling council and they were prepared to give up a "small but very real" amount of weapons.

Mr McClinton said the

LVF was demanding the IRA reciprocate by decommissioning arms on a 1:10 ratio.

Ms Mowlam's move was welcomed by David Trimble, Northern Ireland's first minister. "I have been pressing for this as the LVF ceasefire is as genuine as that of the IRA and other paramilitary groups," he said.

Implementation of the peace agreement has been held up, with the Ulster Unionists insisting the IRA start the process of disarmament before Sinn Féin, its political wing, can take seats in the executive that will take over the running of the province in February.

Senior republicans justify their refusal to hand over arms on the grounds they are needed to defend their communities against Loyalists. That position will have hardened after the recent killing in north Belfast of a Catholic man who had no paramilitary links.

Ms Mowlam declined yesterday to recognise as genuine ceasefires declared by two republican groups, the Real IRA, which claimed responsibility for the Omagh bombing in which 29 people died in August, and the Irish National Liberation Army, military wing of the Irish Republican Socialist party.

● The Duke of Edinburgh yesterday opened a new check-in hall at Northern Ireland's Belfast International Airport at the end of a three-day visit to the south and the north of Ireland during which the duke became the most senior member of the royal family to make an official visit to the republic.



Mike Fitzgerald resigned as vice-chancellor 'in the interests of the university'

Press Association

## University chief quits after 'dumbing down' complaints

By Simon Targett Education Correspondent

The vice-chancellor of Thames Valley University, one of the largest universities in the UK, resigned yesterday after publication of a report showing that academic standards were "at risk".

Mike Fitzgerald quit after a special review by the Quality Assurance Agency found "serious shortcomings in academic management", which had led to a "dumbing down" of degree standards.

Baroness Blackstone, an education minister, said the "taxpayer too rightly expects value for money from the

55th a year spent on higher education".

Mr Fitzgerald, 47, became the youngest vice-chancellor in the UK in 1993, when he was appointed to run the then polytechnic. He said he resigned "in the interests of the university and its continuing development".

The agency was established last year to safeguard academic standards in British universities. It said external examiners, who check examination scripts, were "disgruntled and disbelieving"; the agency found that some of their reports were "serious indictments of the university as a degree awarding body".

## Ministry aide's post may revive fears over Murdoch

By John Gapper, Media Editor

Controversy over links between the government and Rupert Murdoch, the media owner, is likely to be rekindled today by the announcement that another senior government adviser is joining a company partly owned by Mr Murdoch.

Julian Eccles, special adviser to Chris Smith, chief minister for culture, is leaving to become head of corporate communications for Open, the interactive home shopping and banking television service. Mr Smith's responsibility encompasses newspapers and broadcasting issues including television regulation.

The appointment of Mr Eccles follows that of Tim Allan, the former press secretary to the prime minister, who has become director of communications for British Sky Broadcasting, the satellite television service.

BSkyB holds a 32.5 per cent stake in Open, formerly known as British Interactive Broadcasting. The other shareholders are British Telecom, the banking group, and Matsushita, the Japanese electronic group.

The appointment of Mr Eccles is likely to fuel criticism over close relations between media enterprises controlled by Mr Murdoch - including the country's top selling daily and Sunday newspapers - since the general election in May last year.

Mr Eccles' appointment has been cleared by Robin Young, the permanent secretary (top official) at the culture ministry, after he consulted the Cabinet Office. Clearance is required when senior officials transfer to the private sector.

Mr Eccles, formerly a Labour Party official, declined to comment yesterday. There has been continued criticism by opposition parties and by rival newspapers of the links between Mr Murdoch and Mr Blair since newspapers controlled by Mr Murdoch switched their line to back the Labour party.

## DIGITAL RADIO DEFENCE DEAL

## US-linked company selected

Brown & Root Services, a subsidiary of Halliburton of the US, has been selected as preferred bidder for a £350m (\$581m) contract for project management of the Bowman programme to provide the armed forces with digital radios.

Brown & Root said it won the competition against four other bidders: Lockheed Martin, IBM, Vosper Thornycroft, and a consortium including Hunting, GKN and Vickers.

The contract, to install an information system in 130 Ministry of Defence buildings and 20,000 sites including vehicles, is being placed by Archer Communications, a consortium including Racal, British Aerospace and ITT Industries. Archer is prime contractor for the £2bn Bowman project. Alexander Nicoll, London

## LABOUR PARTY AND LIBERAL DEMOCRATS

## Blair sees 'no limits' to pact

Tony Blair, the prime minister, yesterday gave his clearest hint to date that his long-term aim is to create a new and dominating force in British politics by combining the "modern social democrat" wings of the Labour and Liberal Democrat parties. However, he faced angry complaints from Labour's left wing that he is reshaping his government without informing parliament.

The prime minister said there were "no limits" to the extent of future co-operation between Labour and the Liberal Democrats. "The Labour party today stands in the best tradition of modern social democracy," he said. "There are also people in the Liberal Democrats who are modern social democrats." In a BBC radio interview, Mr Blair added that the UK "shouldn't be afraid as a country of trying to find better ways of making our politics work" and that he was "not a tribalist in politics". Robert Peston and George Parker, London Philip Stephens, Page 12

## BLOOD CONTAMINATION FEAR

## Banned product still in use

British supplies of a blood product given to 80,000 pregnant women a year are still being used months after they were banned because of the risk of transmitting new variant CJD, the government admitted yesterday. Frank Dobson, chief health minister, claimed a worldwide shortage of the Anti-D immunoglobulin, given to some pregnant women to avoid potentially fatal complications for their babies, meant it had taken longer than expected to get it from non-UK sources following BSE contamination fears.

A ban on the use of British supplies of Anti-D was announced in May by the Department of Health, along with other products manufactured with blood donated in Britain after research suggested new variant CJD - the beef-related human version of Creutzfeldt-Jakob Disease - could be transmissible.

Mr Dobson said he needed "to balance the risks of CJD which are presently unquantifiable with the certainty of death and injury if blood products and transfusions are not available". Simon Buckley, London

## MILITARY RETAILER

## Annual profits up 52%

The Navy, Army, Air Force Institutes (Naafi), which provides retail and leisure services to UK military personnel, is to seek contracts with other military institutions such as Nato and United Nations forces. Naafi yesterday reported a 52 per cent jump in annual profits to £7.9m (\$13.1m). Two years ago, the trading organisation was incurring losses of more than £4m.

Geoffrey Dart, chief executive, said the improvement was in part due to links with familiar brand names such as Bess and Scottish Courage. Peggy Hollinger, London

## Finance regulator's impact to be monitored

By George Graham, Banking Editor

The Financial Services Authority, the new integrated regulator for the City of London, is to set up a "practitioner forum" to try to convince the industry that it will be accountable.

The forum will be chaired by David Challen, a senior corporate financier, and chairman of JHenry Schro-

der & Co. It will include representatives from banking, fund management, life assurance and accountancy.

Howard Davies, the FSA chairman, said the forum would review the FSA's cost-effectiveness, impact on the global competitiveness of UK markets and promotion of innovation.

"We want it to monitor market views of our effectiveness and our efficiency

and, in particular, to tell us if we are imposing unreasonable burdens on the industry. We want it to produce and publish an annual report and to become the focal point for City views on the regulatory regime," Mr Davies said last night at the annual dinner of the American Banking and Securities Association of London.

The FSA holds the powers of the old Securities and

Investments Board, together with the banking supervision role previously played by the Bank of England, the UK central bank. Mr Davies added that the FSA would be answerable to parliament through the Treasury, to the courts and to its own board.

Other members of the forum are Barry Bateman, president of Fidelity Management; Donald Brydon, chief executive of AXA Invest-

ment Managers; Amelia Fawcett, managing director of Morgan Stanley Dean Witter; Richard Harvey, chief executive of Norwich Union; Brendan Nelson, financial sector chairman at KPMG; Martin Ritchie, chief executive of Coventry Building Society; Paul Spencer, chief executive of Royal & Sun Alliance; and Derek Wanless, chief executive of National Westminster Bank.



Silvana Giamondi (left) with her models

Craig Stannett

## Charles's fund supports entrepreneurs rejected by banks

Unusual couture business is one of thousands of enterprises created with the help of the Prince's Trust, Sheila Jones writes

Fetishist rubber and frocks for transvestites are everyday work for designer Silvana Giamondi. But would Prince Charles approve?

He probably would. Ms Giamondi's couture business got a start in life four years ago with a loan from the Prince's Trust. The trust, founded by Prince Charles 12 years ago, backs young innovators struggling for start-up funds.

"I knew nothing about business when I approached the trust. I just knew I

wanted to be a designer," says Ms Giamondi. The trust accepted her business plan and granted a loan of £700 (\$1,160), with an expansion loan of £1,500 two years later. The company makes suits, gowns, party dresses and "fetish clothes, mainly for men buying for their mistresses". The business made profits last year of £7,000.

Of 40,000 companies created with the Trust's help in the past 10 years, 60 per cent have survived beyond their first three years.

"That's a better survival

rate than the high-street banks achieve," says David Huxley, who is leading an appeal to raise £2m for the trust's Yorkshire and Humbershire region in northern England. "Of those who don't survive, half go into full time education or into employment because of the experience they have gained."

It costs the trust an average of £2,300 to start a new business, "a fraction of the cost of (state) unemployment benefit". The Prince's Youth Business Trust awards loans

of up to £5,000 for qualifying start-ups and bursaries of £1,000-£1,500. It charges 3 per cent interest, regardless of market rates, and grants a six-month interest holiday on first loans.

"It is funding of last resort," says Mr Huxley. The trust is aimed primarily at the young unemployed with a business idea.

"They may have a limited formal education and not much experience of business life or access to help," he says. "They may be talented, bright, fixating with energy and determination, but are turned down by the conventional sources of funding."

Five of the Trust's best established businesses in Yorkshire turn over £50m between them and employ 400 people. One of them is The Attik, a branding and graphic design company which began life in an attic 12 years ago. It now has offices in London, New York and San Francisco, and it is opening in Sydney next January. The company made net profits last year of £1m on sales of nearly £5m.

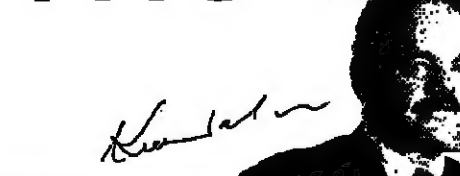
Gameplay, another Yorkshire start-up, was created four years ago by Dylan Wilk, who left school at 17. He sought funding from the banks to set up a mail order

computer games business, but he was rebuffed "because they thought I was too young and inexperienced".

The Prince's Trust granted a £2,500 loan. "They thought it was a gamble too because it was an idea that would fly or flop in its first month," it flew. In four years the company has carved out 2.5 per cent of the UK computer games market.

Business mentoring is central, Mr Wilk believes. The trust places experienced managers, who work voluntarily, with start-up businesses and it provides free legal and accounting advice.

## The bottom line...



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سكرا من الامم







## MANAGEMENT

BUSINESS BREAKFAST JEFF BEZOS, AMAZON.COM

# Billionaire nerd on a bandwidth all of his own

A digital business superstar, he is passionate about his \$6bn company. And he keeps vitamins in his socks, says Lucy Kellaway

Jeff Bezos, founder and CEO of Amazon.com, put his hand in his pocket and pulled out a small plastic bag with five assorted pills in it.

"My vitamins," he announced. A couple of hours earlier these same pills had been inside his sock, having been put there by his wife. For each day that he is away from his home in Seattle she packs a clean pair of socks with that day's vitamins inserted into the toe, thereby ensuring that he never forgets to take them.

"She doesn't want me to die," he said and gave a great whooping bellow of a laugh.

This was a rare glimpse into the home life of Jeff Bezos, one of the new breed of internet billionaires. I had just finished interviewing him over coffee and toast at his hotel in London and had only found out one thing about the man: that he loves Amazon.com with an obsessive, almost scary intensity.

But then if you had built up a company from scratch to \$6.3bn (£3.7bn) in just over four years you would doubtless love it too. The difference is that you would probably not have had the idea of selling books on the internet in the first place. And if you had, you would not have had the drive, dedication or the dogged determination to have seen it through.

In 1994 Mr Bezos, then aged 30, was doing more than nicely as senior vice-president of DE Shaw, a Wall Street hedge fund firm. He then read something about the tearaway growth of the internet, and packed his life, his wife and his dog into his car and headed out to the west coast to try his luck.

In less than a year the Amazon.com web site was open for business, and Mr Bezos was delivering the books himself from his garage.

Now he employs 1,600 people, is by far the biggest book and music seller on the internet, is the darling of Wall Street and part of the new establishment worldwide. Amazon.com is still losing money faster than you can say knife, but nobody seems to worry about that.

As corporate folklore goes, this is as good as it gets. Yet Mr Bezos is not interested in wallowing in the myth, but in pushing his company forward.

Does he sometimes wake up in the night and wonder if it is real, I asked him.

"No," he said. "I think it's real." He gave his funny laugh. Does he find the growth surprising?

"Yes. I find it surprising. Anyone who had predicted what has actually happened would have had to be institutionalised." The laugh again.

Despite the gales of merriment I was finding Mr Bezos hard to fathom. He sat there in his grey suit, the very image of the Wall Street banker, with a minder on each side, one of whom was tape-recording the conversation. This was not the free-wheeling, hip corporate style I had read about.

"I believe that when in Rome," he said, explaining his attire. "When I'm in London or New York or Washington DC I wear a suit. When I go to San Francisco I wear a sports jacket. When I'm in Seattle I wear a polar fleece."

He was in London visiting the people at Amazon.co.uk and had dropped in to see the Trade and Industry secretary. What did Mr Bezos make of Peter Mandelson?

"He is clearly an incredibly smart guy. A very nice guy. It was a wonderful half hour."

I let this pass, and instead switched the subject to Amazon.com and its continuing losses. How long before investors get to see their first glimpse of profit? He wouldn't say.

"Any predictions would give a false sense of precision. It's so rapidly changing."

As he spoke he leant forward across the table. His wide brown eyes were fixed on mine, very intense indeed.

I asked about competition. Barnes and Noble, the US's biggest bookseller, is furiously spending money in an attempt to get more of Amazon's market.

"I believe our success will continue only as far as we provide the best customer experience." He was almost whispering now. "That means we have to have the biggest selection! The easiest-to-use web site! The lowest prices! And the best purchase decision information!"

"The constraint on our growth is not capital but people bandwidth," he went on.

People bandwidth? What was he talking about? More laughter. Not only did he laugh when I had made a joke, he had a disconcerting way of laughing even when I hadn't.

"It's a made-up term. Perhaps it doesn't mean anything to anybody but me. I mean smart people, working hard, passionately and smartly."

Mr Bezos, for all his jargon, does not believe in gimmicks when it comes to motivating people. "What excites them is changing the world in an important and fundamental way. Our motto is: Work hard, have fun, make history."

I looked at his wide staring eyes and found nothing phoney about this passion. His belief in how the business should be done is almost religious. For a start-up dispensing with traditional corporate status symbols.

"When I worked at Bankers Trust people measured their self worth by how many ceiling tiles they had in their office. It was counterproductive."

Thus in the HQ of Amazon they all have desks made of old doors and prop up their monitors on phone directories.

"The door desk is a symbol of the fact that we spend money on things that matter to customers."

As the company expands and his wealth goes into the stratosphere, is his ego in danger of expanding in tandem?

"No," he said, stammering and resisting the turn conversation had taken. "I don't think it matters much. The biggest change is that I don't have to look at menu prices any more."

Surely owning 40 per cent of a \$6bn business changes one's life rather.

**'My dog is named after a minor Star Trek character. I am a nerd!'**

more than that?

"The only issue that arises...erm...there are some small privacy issues."

This was going nowhere, so I asked about how hard he works.

"When I was 22 I worked about 80 hours a week on Wall Street. I couldn't do it now. I'm one of those people that requires - absolutely requires - 8 hours of sleep a night. Now I typically work about 65 hours a week."

So is he under less stress than before?

"Stress is an orthogonal dimension. Hard work and stress do not go together. What is primarily co-ordinated with stress is your inability to get the job done."

There was a rarefied precision in his answers that showed a technical turn of mind. When he considered himself to have answered a question he stopped dead. And so, at the next such pause, I asked about his own reading habits. "I read three books a month, but I buy 10," he said. *Remains of the Day* by Kazuo Ishiguro is his favourite.

"It's earth changing. For me, it means: Number one - live your life. And number two - it's not too late."

I pulled a face.

"You didn't like it?" he exclaimed. "This is actually a great opportunity to make the case for personalisation technology!" He nearly leapt out of his seat with enthusiasm, and told me that he was working on systems that would help individuals find the precise books that would change the world for them.

"It's a big deal. If you can do that you are creating real value for the world."

Ishiguro aside, what Mr Bezos likes to read is science fiction. "My dog is named after a minor Star Trek character. My watch is updated by the atomic clock 86 times a day. I am a nerd!" He laughed so hard he leant over sideways.

My time was up. He got up to shake my hand with warmth and vigour, reaching as he did so for the vitamins.



Surprised by the sheer scale of his success: 'Anyone who had predicted what has actually happened would have had to be institutionalised'

Ashley Ashwood

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صكرا من الاموال



# Tuned into his past and the future

As a festival of Henze's music gets under way, Andrew Clark discusses the life of the composer as seen through his autobiography

If anyone deserves to be known as the Grand Old Man of German music, it is not Karlheinz Stockhausen, whose 70th birthday passed almost unnoticed, but Hans Werner Henze. The embodiment of his country's musical tradition. Of the two, Henze has always received the reader's welcome in the English-speaking world. This week has found him in Manchester, presiding over a festival of his music at the Royal Northern College. It is typical of Henze to be devoting time and energy to the younger generation. And Manchester has rewarded him with a rich survey of his output, including two UK premieres at tonight's concert and the Seventh and Eighth symphonies tomorrow.

The festival coincides with the publication in English of Henze's autobiography, *Bohemian Fifties* (Faber and Faber £20, 509 pages). Educated under the Nazis, forced to serve in Hitler's army and long at odds with his country's musical establishment, Henze has led a tempestuous life, constantly haunted by his own and his country's

past. Much of his career has been an attempt to exorcise that past; and his autobiography suggests the process is far from complete.

Henze spent an inordinate amount of his early adult years trying to escape Germany, but the land of his birth provides the leitmotif of his story: German nationalism, German forests, German dissonance. Arriving in Naples in 1953, he rhapsodises about slipping off the shackles of the past, but admits that his music cannot divest itself of "the echoes left in my psyche by all that is German".

This strangely disengaged, rambling account will not make much sense to anyone unfamiliar with Henze's music or the cultural politics of mid-20th century Germany. There is little musical insight, and even less distilled wisdom. *Bohemian Fifties* is not so much a memoir, more a roll-call of names and events, mostly recast from diary jottings - which gives it an oddly constructed quality, like a lot of Henze's music.

The personality which emerges is not unlike two of

his operatic creations: one moment he is Mittenhofer (*Elegy for Young Lovers*), narcissistically drawing on others' misfortune for the benefit of his own poetic fantasy; the next he is Prince of Homburg, the incurable dreamer who offends others by breaking their codes of behaviour. Both are self-ob-

**The personality which emerges is not unlike two of his operatic creations - one moment he is Mittenhofer, the next he is the Prince of Homburg**

essed, so it is no surprise to find Henze making liberal reference to his own fragile psyche and violent swings of mood, none of which did his early career any good. He seems to have spent his life struggling with insecurity - about his childhood, his wartime service, his sexuality, his outsider status in the German musical establishment.

The calm, collected, civilised septuagenarian we know today still bears the scars. He attacks the doctri-

naire powermongers of post-war German music; their "sharp-tongued menapausal spouses were invariably piqued when they noticed that other men did not find them desirable and pursued their lips as they drooled with middle-class malice and laughed uproariously whenever their menfolk regaled

gives a Turneresque portrait of fog-bound London, is baffled by Elgar's music and directs some unexpected barbs at Susana Walton, Colin Davis and Glyndebourne. Italy arouses unqualified affection, though a *Death in Venice* atmosphere pervades the later passages, as visions of mortality mingle with "sybaritic days beneath chestnut trees in flower". The Mediterranean brings out the conflict between the monk and the hedonist in Henze. What he found there was tranquillity - fertile soil for concentrated creativity, and the perfect foil for his hang-ups and headstrongness. He hero-worships Visconti, displays a curious loyalty to the shamelessly disloyal Nono, and settles down to cultivate his vines.

Montepulciano, the summer workshop he founded in the Tuscan hills, emerges as the most fruitful vessel for Henze's idealism - though even here, there is disappointment when ideals clash with reality. That, of course, is another leitmotif of Henze's story - no more so than when we read his

blow-by-blow account of the *Raff* of the *Medusa* scandal (the Hamburg premiere was disrupted by riot police). In retrospect, there's something ridiculous about the whole episode, but at the time it did Henze untold damage: his naive public remarks caused huge misunderstanding and made him an object of mockery, and one can't help concluding that his political activism was a reckless waste of creative energy.

But anyone expecting Henze's autobiography to be an extended *Wahn-monologie*, like Hans Sachs musings on the follies of this world, will be disappointed. It is neither urbane nor worldly wise - nor is there much recognition that Henze has learned the error of his ways.

There are nuggets worth the trawl. Henze is good on his early years, where he has no diary, travelogue or opus numbers to fall back on. The deprivations of childhood are probably exaggerated, but he conjures up the secretive world of imagination he developed. Ordered not to play music after his grand-

mother's death, his only recourse is to start writing it. He has little or no relationship with his father, who tells him that homosexuals belong in concentration camps.

War service is a mixture of the surreal, the nightmarish and the farcical. He offers useful insights into German musical life in the 1940s and 1950s, such as the enormous - but hitherto little-known - influence of K.A. Hartmann's *Musica*



Germany provides the leitmotif of his story: Hans Werner Henze

Viva concerts in Munich. Young musicians meeting Henze in Manchester this week will scarcely recognise his self-portrait. Given the quality of his previous writings, and the passion of his best music, he dresses himself an unimpressive but the book does offer a useful warning about composing for the theatre. "Don't get worked up, remain aloof, don't get involved. It makes not a set of difference." In other words, don't do as Henze did.

## OPERA BORIS GODUNOV/ENGLISH NATIONAL OPERA

### Light shed on dark tragedy

Of the many absorbing stage-pictures in English National Opera's new production of *Boris Godunov*, none is more expressive than the build-up to the coronation. Boris is introduced informally, surrounded by his family in the imperial apartments: the next moment we see him as tsar, paraded before the people like a puppet; only then do we hear his opening aria, spotlight in a way that makes us privy to his soul. In little more than a flash, the production reveals Musorgsky's dark tragedy as a psychological study of immense breadth and depth.

ENO chose *Boris* - and specifically the original seven-scene version of 1869, plus the Kromy Forest finale from the composer's 1874 revision - for all the wrong reasons, namely: financial; but Francesca Zambello's staging, conducted by Paul Daniel, succeeds for all the right reasons, namely artistic. It does not tell us everything about *Boris*, but it tells us more than most productions, and does so with a degree of colour, conviction and clarity that ranks alongside Zambello's best work. The symbolism is rich and communicative - no more so than the Simpaton's tender embrace of Boris after refusing to pray for him. And the breathtaking speed of the scene changes gives the drama a rare force and continuity.

The imagery chosen by Zambello and her designers, Hildegard Bechtler and Nicky Gillbrand, is close enough to our own world for us to recognise the characters as flesh and blood, rather than historical archetypes; and yet it remains sufficiently vague to retain the aura of a parable. Boris, boyars and security police are kitted out in Hugo Boss suits and fur-collared coats, like perpetrators of state thuggery in one of the former Soviet republics. But they are surrounded by just enough gold and stylised icons to suggest a larger historical perspective.

Supported by Wolfgang Göbbels' lighting (notably some sky-wide silhouettes in the tempestuous finale), Bechtler constantly surprises us with the resourcefulness of her stage settings. The individual constituents may be primitive - a three-wheel trolley for Boris's throne, a buttressed panel skirting the inn and monastery, a wall of the Kremlin - but they add up to an unusually suggestive ground-base. There's no danger of "bare essentials" uniformity, nor of stage spectacle for the sake of it. Like all the most truthful productions, this *Boris* concentrates on people, with thoughts and emotions we can call our own.

That applies just as much to the chorus, which Zambello organises with virtuosic sleight of hand, ramming home the cruelty and gullibility of the mob. I'm still not convinced of the necessity of the Kromy Forest: it tips the opera's dramatic balance of the original. If you're going to include it, you have to add the other 1874 additions as ballast. Its principal merit here is to give the ENO chorus a scene to themselves, and on this stupendous form (chorus master Stephen Harris), they deserve every ounce of exposure.

A production like this can only succeed if it is crowned by a singer-actor of John Tomlinson's patriarchal strength and charisma. Tomlinson convinces us that Boris is a great-hearted man, trapped by power and tortured by his past, who seeks solace in his children. We see the whites of his eyes, the sweat on his brow; even the strain of his roaring bass in its upper reaches says something about the tsar's crude humanity. Tomlinson's historic conviction, above all in his scarping asides to Shuisky and the Boyars' council, makes you forget he is singing in English.

To ENO's credit, this is anything



Patriarchal strength and charisma in the title role: John Tomlinson

but a one-man show. John Connell's Pimen is younger and more ambiguous than usual, but sung with clean authority. John Daszak builds on the good impression created by his Dmitry for Welsh National Opera: Robert Tear gives a highly plausible impersonation of Shuisky as puppet-master; and Della Jones leads a merry dance at the Inn. Roberto Salvatori and Susan Gritton make their presence

felt in smaller roles, but Timothy Robinson's Simpaton is too knowing. Daniel does not impose his presence in the way some *Boris* conductors do, preferring instead to guide his forces with calm assurance. This pays dividends in the big set-pieces, which have a mighty musical inevitability, but the private scenes could do with a tighter pulse: at Wednesday's first night,

the insistent rhythmic figures accompanying Boris's death did not generate the necessary atmospheric tension. Despite that quibble, this *Boris* is a theatrical achievement in ENO's finest tradition.

**A.C.**  
At the Coliseum, London WC2

## Fun poked at all and sundry

### THEATRE

#### SARAH HEMMING

Much Ado About Everything  
Playhouse Theatre, London WC2

On the stage of the Playhouse Theatre, the tiny Rabbi-turned-comedian Jackie Mason is surveying his front row with the air of an exasperated maths teacher. "Are you getting any of these jokes, Mr?" he asks, jabbing his finger at a man in the front row. But it's OK. Mason relaxes into a beautiful smile and a trademark shrug of the shoulders. "I don't pick on anyone. It's not in my nature," he rumbles in his dense New York Jewish accent - and proceeds gleefully to pick on all and sundry.

Mason, or Jacob Maaz, as he used to be, is enormously skilful, very funny and compellingly watchable. A small square figure striding back and forth on the stage with his stiff gait, he surveys the audience from beneath hooded eyelids that give him the appearance of world-weary wisdom. His guise is that of a man who would far rather not have to make comedy - "I'm not making fun of anyone. It's not in my nature," he protests over and over again - but the world is full of absurdity, so what can he do? He is simply carrying out his duty. "I can't be in good taste and make a living," he shrugs.

correctness. He has spent much of his professional life having his humour criticised for being too Jewish or not Jewish enough. Now, he seems fearless. He will make jokes involving Jews, jokes involving blacks, jokes involving women and jokes involving gays - though none of his material is anti-semitic, racist, sexist or homophobic.

For the most part though, his targets are pretentiousness and pomposity. He hates the overpriced nonsense that accompanies fashion, and has a very funny set about the rooms in expensive hotels, the food in expensive restaurants and the coffee in expensive coffee shops, where you pay a mint for "drinking burnt coffee from a cardboard cup. You drink it in the window and you clean up when you've finished."

The Internet comes in for some stick, too, and, like all comedians, he falls upon the god-given gift of Bill Clinton with relish and gratitude. Again, it's the twists and turns in the logic of the revelations to the grand jury that most amuse him. "If oral sex is not sex, what is it?" he asks, palms upturned in innocent bewilderment. "People are calling us bookers to get their money back."

He reads his audience very well - one had the impression he was on his best behaviour on press night and could be much more dangerous if he felt like it - and plays with his material like a jazz musician. Above all, he is a canny and very funny observer of modern life. But be sure you can keep up with him before you book a seat in the front row.

## INTERNATIONAL

### Arts Guide

#### ABERDEEN

**OPERA**  
His Majesty's Theatre  
Tel: 44-1224-641 122  
The Magic Flute: by Mozart. Scottish Opera production by Martin Duncan, conducted by Richard Farnes; Nov 13, 14

#### BERLIN

**DANCE**  
Deutsche Oper  
Tel: 49-30-34384-01  
Cinderella: new staging by Roberto de Oliveira. The title role is danced by Tamako Akiyama, and the conductor is Peter Ernst Lassen; Nov 13, 17

#### OPERA

Deutsche Oper  
Tel: 49-30-34384-01  
Götterdämmerung: by Wagner. Conducted by Christian Thielemann, with a cast including Gabriele Schnaut, Wolfgang Naumann and Esa Ruutinen; Nov 14

Staatsoper unter den Linden  
Tel: 49-30-2035 4555

www.staatsoper-berlin.org  
Christoph Columbus: by Milhaud. New staging by British film director Peter Greenaway, conducted by Philippe Jordan; Nov 15

#### CHICAGO

**CONCERTS**  
Orchestra Hall  
Tel: 1-312-294-3000  
www.chicagosymphony.org  
Chicago Symphony Orchestra: conducted by Riccardo Chailly in works by Ravel and Rachmaninov. With piano soloist Ivan Moravec; Nov 13, 14, 17

#### OPERA

Lyric Opera of Chicago  
Tel: 1-312-332 2244  
www.lyricopera.org  
Ariadne auf Naxos: by R. Strauss. New production by John Cox, conducted by Robert Spano. Cast includes Deborah Voigt and Susan Graham; Nov 15, 17

#### EDINBURGH

**OPERA**  
Edinburgh Festival Theatre  
Tel: 44-131-529 5000  
Scottish Opera: Tristan und Isolde, by Wagner, in a production by Yannis Kokkos, directed here by Peter Watson and conducted by Richard Armstrong; Nov 17

#### LONDON

##### CONCERT

Barbican Hall

Tel: 44-171-638 8891  
London Symphony Orchestra: Michael Tilson Thomas conducts a series of works by Stravinsky; Nov 15

#### DANCE

Sadler's Wells  
Tel: 44-171-863 8000  
Rambert Dance Company: Cruel Garden, by Lindsey Kemp and Christopher Bruce. Evocation of the life and work of Federico Garcia Lorca, set to music by Carlos Miranda, performed by London Music; Nov 13, 14

#### OPERA

English National Opera, London Coliseum  
Tel: 44-171-632 8300  
Boris Godunov: by Mussorgsky. Conducted by Paul Daniel in a new staging by Francesca Zambello, with sets by Hildegard Bechtler. John Tomlinson sings the title role; Nov 14

#### LOS ANGELES

**OPERA**  
L.A. Opera, Dorothy Chandler Pavilion  
Tel: 1-213-672 8001  
www.laopera.org  
Faust: by Verdi. Revival conducted by Gabriele Ferro in a staging by Stephen Lawless, with sets by Hayden Griffin; Nov 14

#### MANCHESTER

**CONCERT**  
Bridgewater Hall  
Tel: 44-161-907 8000  
Alfred Brendel: recital by the pianist, of works by Schubert and

Mozart; Nov 17

#### MUNICH

**CONCERTS**  
Philharmonie Gasteig  
Tel: 49-89-5481 8181  
Munich Symphony: conducted by Hayko Siemsen in Verdi's Requiem Mass. With the Munich MottetChor and soloists including Olga Romanko; Nov 13

#### OPERA

Bayerische Staatsoper  
Tel: 49-89-2185 1920  
www.staatsoper.bayern.de  
Der Freischütz: by Weber. Conducted by Zubin Mehta in a new production by Thomas Langhoff, with designs by Jürgen Rose. Cast includes Petra-Maria Schnitzler and Peter Seifert; Nov 15

#### NEW YORK

**CONCERTS**  
Avery Fisher Hall, Lincoln Center  
Tel: 1-212-875 5030  
www.lincolncenter.org  
New York Philharmonic: conducted by Colin Davis in works by Berlioz, Martin and Mahler. With soprano Inger Dam-Jensen and bass-baritone Thomas Quasthoff; Nov 13, 14

#### OPERA

Metropolitan Opera, Lincoln Center  
Tel: 1-212-362 6000  
www.metopera.org  
Le Nozze di Figaro: by Mozart. New staging by Jonathan Miller, with designs by Peter Davison.

The cast is headed by Felicity Lott, Cecilia Bartoli and Bryn Terfel, and the conductor is James Levine; Nov 14

#### ROME

**EXHIBITIONS**  
Palazzo dei Quirinali  
La Dama con l'Erminello: Leonardo da Vinci's 1489 portrait of the young mistress of Ludovico il Moro travels to Italy for the first time since 1800, when it was purchased by the Polish Prince Czartoryski; to Nov 14

#### SAN FRANCISCO

**OPERA**  
San Francisco Opera, War Memorial Opera House  
Tel: 1-415-864 3330  
www.sfoopera.com  
Don Carlo: by Verdi. Conducted by Emmanuel Joel in a staging by Emmanuel Joel with designs by Zack Brown. Cast includes Anthony Michaels-Moore; Nov 14

Norma: by Bellini. Conducted by Patrick Summers in a staging by Andrew Sinclair, with sets by José Varona. The title role is sung by Carol Vaness; Nov 15

#### STOCKHOLM

**EXHIBITIONS**  
Moderna Museet  
Tel: 46-8-5195 5200  
www.modernamuseet.se  
In Visible Light: Photography and Classification in Art, Science and the Everyday. Traces the evolution of photography from its

anthropological and scientific applications in the late 19th century to works by artists including Andy Warhol and Cindy Sherman; to Nov 15

#### TAKAOKA

**EXHIBITION**  
Takaoka Municipal Art Museum  
The Carmen Thyssen-Bornemisza Collection: touring show of 94 paintings, ranging from the 18th century to the early 20th. Highlights include 19th century Spanish works and works by American painters. Also on display are recently acquired works by Delaunay and Braque; to Nov 15

#### TOKYO

**CONCERT**  
Suntory Hall  
Tel: 81-3-3584 9999  
Tokyo Symphony: conducted by Naoto Ohmoto in works by Mathis, Mozart and Elgar. With flute soloist Emmanuel Pahud; Nov 14

#### EXHIBITION

Metropolitan Museum of Photography  
Tel: 81-3-3280 0031  
Love's Body: Rethinking Naked and Nude in Photography. Includes works by Alfred

Stieglitz, Robert Mapplethorpe and Catherine Opie; to Jan 17

#### WASHINGTON

**OPERA**  
Washington Opera, Kennedy Center  
Tel: 1-202-295 2400  
www.dc-opera.org  
Fedor: by Giordano. Conducted by Roberto Abbado in a production by Lamberto Puggelli, directed here by David Edwards, and designed by Luisa Spinatelli. The cast is led by Mirella Freni and Plácido Domingo; Nov 14, Nov 17

#### TV AND RADIO

● **WORLD SERVICE**  
BBC World Service radio for Europe can be received in western Europe on medium wave 548 kHz (463m)

#### EUROPEAN CABLE AND SATELLITE BUSINESS TV

● **CNN International**  
Monday to Friday, GMT:  
06:30: Moneyline with Lou Dobbs  
13:30: Business Asia  
19:30: World Business Today  
22:00: World Business Today Update

● **Business/Market Reports:**  
05:07: 06:07: 07:07: 08:20: 09:20: 10:20: 11:20: 11:32: 12:20: 13:20: 14:20.  
At 08:20 Tanya Beckett of FTV reports live from LITF as the London market opens.



## COMMENT &amp; ANALYSIS



PHILIP STEPHENS

## The goal is set

The destination is Europe and its single currency, the route is flexible. That is Mr Blair's direction

The policy is indeed when rather than if. Close up, Tony Blair is as certain as any politician can be that he will join the single currency. But those in the nation's business community (and in other European capitals) impatient for binding commitments and rigid timetables will be disappointed. Britain's prime minister intends to proceed at his own pace. We have a while yet to wait before he tells us the how.

The misjudgment most often made about Mr Blair mistakes his tactics for his strategy. The prime minister has as clear a sense of strategic ambition as any politician I have ever met. His thought process begins by defining the destination. Look back and you can see that is how he went about remaking his party in his own image. It is how he intends to reshape the wider landscape by forging a progressive alliance with Paddy Ashdown's Liberal Democrats.

Once the goal is set, though, Mr Blair is flexible as to the route. As long as he is travelling in the chosen direction, he is unapologetic about tacking this way or that. Others may chide him for running scared of Rupert Murdoch's europhobic newspapers or for supping with Conrad Black, that Canadian champion of warm beer and little England. Mr Blair doesn't care.

Gravestanding is futile. Getting there is what counts. It's big picture politics. And so it is with Europe. Let's start, as it were, at the end. Mr Blair sees Britain's future embedded in the European Union. There is an umbilical cord tying its economic prosperity and political influence to the rest of the European continent. Taking, say, a 10-year view,

the ambition is to see the nation both fully engaged and, just as important this, comfortable in the relationship. No more than common sense, many of you might say. Yet it is a state of affairs never achieved during the past 50 years.

Mr Blair values as much as any recent occupant of his office the transatlantic relationship. But he understands, as did perhaps only one of his predecessors, that the nation's voice has resonance in Washington only for as long as it is also heard across the Channel.

He can take for granted Bill Clinton's friendship. It has not been forgotten in the White House that Mr Blair's support was unwavering even as others wrote Mr Clinton's political obituary. It is in Europe that he must seek to shape events. Less than a year ago, Mr Blair no longer boasts of leading. After some early slips, he has learned that it is better to be listened to than to be loud. His rhetoric will never exactly be modest. But the emphasis is now on partnerships and alliances.

Here resides then the context for his approach to the euro. To Mr Blair's mind, staying out for the duration of the present parliament was practical politics. He is unlikely to change his mind. Going in during the next is essential to his wider political purpose. But to do that he must win a referendum. And he does not intend to risk losing it.

This explains some of the recent confusion about the government's stance. When Peter Mandelson, the Trade and Industry secretary and the prime minister's roving ambassador in Europe, remarked to industrialists that it was a question of "when" sterling makes way for the euro, he was

speaking his master's mind.

But Mr Blair would prefer he had not said it. He was irritated, too, that a similarly upbeat message at the same conference from Gordon Brown, the chancellor, was interpreted as a deliberate shift in policy. As it happens, this had more to do with cock-up than conspiracy. For all Mr Blair's exhortations about the need for what he calls "joined-up" government, these two senior ministers felt it unnecessary to co-ordinate their speeches.

For the time being, the prime minister is sticking publicly with the more ambiguous policy that the government will "first prepare and then decide". He knows the frustration this generates among business leaders. A policy which asks them to prepare in haste while he decides at leisure does not cut much ice with industrialists.

But Mr Blair wants to wait. Two things incline him towards caution. The first is the row between politicians and central bankers in the euro-zone. The refusal of the central bankers to act against the risk of deflation (and the contrast with the interest rate cuts made by the Bank of England) hardly makes this an auspicious moment to harden the commitment to the euro.

More importantly, for all the optimism of the Treasury's forecasts, Mr Blair is as uncertain as the rest of us as to the severity and duration of the coming economic downturn. His principal concern is to protect the government's reputation for sensible economic management. He does not wish to lay himself open to the charge that the euro is merely an escape route from incompetence. Alongside these two

immediate obstacles, Mr Blair sets a wider context for the effort to win over public opinion. The mood for most of the Conservative years was set by images of battles fought and most often lost. Mr Blair wants to draw a new picture of initiatives launched and advantages gained. Hence his proposal to create a new defence dimension within the European Union, a theme he will return to today in a speech on the future of the Nato alliance.

None of this will satisfy those eager for action the day after tomorrow. And there are powerful figures in government pushing for a more robust stance. Some say the publication in January of a national changeover plan for the euro is the occasion to acknowledge publicly that it has become when. Mr Blair has yet to decide.

The risks for the prime minister's strategy, though, lie without as well as within. It assumes that Emu is a static enterprise. We know that it is not. Having created a monetary union, the governments of the euro-zone now intend to add the economic dimension of Emu. Some of the parameters were set out this week in a fascinating lecture delivered to the Centre for Economic Policy Research by Dominique Strauss-Kahn, the French finance minister.

Neither France nor Germany wants a European economic government. Nor do they intend to hand their control of taxation and spending to some new finance minister in Brussels. The open question, though, is how far and how fast will the euro countries move along the road to tighter co-ordination of national economic policies.

Mr Blair is perforce a bystander in this debate. And it does not take much to feed the paranoia of the Euroskeptic. They are already talking of fiendish plots to double the basic rate of income tax. The government will not find it easy to neutralise such hysteria. The mistake Britain has most often made in Europe has been to assume it could determine the pace of events. Mr Blair must take care to avoid repeating it.

## LETTERS TO THE EDITOR

## Scotland's fragile communities are in need of help

From Mr Anthony Chamier.

Sir, James Buxton's article on land reform in the Scottish Highlands ("New breed of owners makes history in the Highlands", November 11) does not quite say it all.

Those who live on the big estates in north-west Scotland do not have the money themselves to buy the land, nor indeed in many cases the means to live there without continuing subsidy. It follows that someone else has to pay. The someone else may be a wealthy charitable

individual, an agency of government (the taxpayer) or the National Lottery. In each of these cases the donor allocates resources that could otherwise be applied elsewhere.

The real question is whether public policy should encourage the large payments involved for the benefit of very small numbers of people living on west Highland estates. Would not the money, charitable or taxpayer's, be better deployed to help larger numbers of

people elsewhere who suffer far greater deprivation? In other words, to use a purely Highland comparison, why should a few hundred citizens, living in an enviable environment, receive subsidies on a massive per capita scale when the same money could achieve far more and touch many more people living in the seriously deprived urban areas of north-east Scotland?

There is no defence for irresponsible landlords and many reasons of sentiment

why help should be given to remote and fragile communities. But what hard reasons are there for robbing the many who desperately need help, in order to pay very large sums to benefit the few? Your article did not face this, nor so far has the public political debate in Scotland.

Anthony Chamier.  
Achanmuir House,  
Ardross by Alness,  
Ross and Cromarty.  
IV17 6YB, UK

## No surprises in review of offshore centres

From Mr Peter J. Rose.

Sir, In your Private Banking review (November 9) you noted that earlier this year the government announced a review of the regulatory systems of several offshore centres. It is not clear what prompted this, and the government paid no attention at the time to the constitutional sensitivities of the centres in question, but now that Andrew Edwards has completed his review, disappointingly for the government it shows a highly positive picture, not perfect, but more than adequate.

This was no surprise to the local practitioners, who have a far greater understanding of the rules, consequences and ethics of deterring money laundering than their onshore counterparts.

It is common knowledge in offshore centres that most money laundering takes place through onshore financial centres. Indeed most of the National Criminal Intelligence Service referrals from Guernsey, Jersey and the Isle of Man result from onshore origins.

Nor was it a surprise that the negative aspects of the report were "leaked" to the press. It may be that the government has an undisclosed agenda, and having failed to prove the point set out to establish that it will now try something else to make life difficult for the offshore centres.

There is a very real danger that business that is currently well regulated, and mostly put back into the City, earning significant

profits for the UK economy, will be driven out to less well-regulated centres, and that in the process the government will undo all the work that has gone into virtually eradicating this practice in the offshore centres in question, and damage both the economies of these islands and the UK economy.

This makes no sense. The government should look at and learn from what has been achieved with such a small resource in offshore centres. Then it should put its own house in order. Then it should consider the wider consequences of its actions.

Peter J. Rose,  
Le Bourillet du Val,  
Rue du Val,  
St Peters,  
Guernsey GY7 9LB

## Expect an even grimmer scene

From Mr Howard Jolley.

Sir, According to page 10 of your November 10 edition, "viewers reported a grim local mood of falling demand and sales during October".

Is there an allusion here to the "Goldilocks" economy? As I recall, the bears eventually arrived on the scene.

Howard Jolley,  
Kosti Palama 22,  
Ano Voula,  
Athens 166 73,  
Greece

## FSA takes a step, albeit small, towards fairness

From Mr Matthew Harris.

Sir, While agreeing in part with your leader on the potential problems of the Financial Services Authority ("Mr Mighty", November 10), I should point out in its defence that last week Philip Thorpe, the FSA's head of enforcement, announced plans for an "independent internal tribunal" to determine the guilt of alleged wrongdoers.

A separate appeals tribunal will still be in place for

use after a punishment has been imposed, but this new tribunal should give the accused a chance to put their case before judgment is made.

Possibly a small step towards the fairness you call for, but a step nevertheless.

Matthew Harris,  
Scottish Equitable Asset Management,  
Scottish Equitable,  
Edinburgh Park,  
Edinburgh EH12 9SE, UK

## Look to US for ECB's new mandate

From Dr Gerard Lyons.

Sir, European politicians and central bankers appear to be on a collision course. Politicians believe price stability has been reached and thus monetary policy should be used to boost growth. By contrast, central bankers are keen to protect their independence.

This unsavoury disagreement contrasts with the US. There, the Treasury department and leading politicians make no comment publicly on interest rates. They are content to keep silent as they know the Federal Reserve's mandate is evenly balanced, to achieve price stability and maintain stable employment conditions.

Perhaps it is time for Europe to learn from the experience of the US. The mandate of the European Central Bank should be changed to one similar to that of the US Federal Reserve: achieving price stability and maintaining stable employment conditions. In return, this should ensure the silence of European politicians and avoid unnecessary and destabilising public quarrelling.

Gerard Lyons,  
chief economist,  
DKE International,  
DKE House,  
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## ADVERTISEMENT

**Pfizer forum**

Private insurance: an equitable approach to reform?

BY PAUL JELLINE

In this excerpt from a paper presented at a conference on healthcare reform in Asia, a European policy expert suggests that Europe's private insurance systems offer valuable lessons on balancing equity and quality of care.

Europe has basically two types of health financing systems: the "single payer systems", in which healthcare is paid for and organised by the government with money from income taxes; and the social insurance or "sickness fund" systems, in which healthcare is financed through mandatory premiums calculated as a percentage of wages. But whatever way European countries have organised their healthcare, they have all seen their costs rise over the past three decades at an annual average annual rate of 4.1%. It made absolutely no difference in this respect whether a country had a single payer or a sickness fund system. As a result, everywhere access of patients to costly healthcare services is being restricted. The only exceptions are the privately insured patients.

Usually a citizen takes private insurance on top of the statutory or official health insurance in order to cover certain medical treatments that are not - or no longer - provided by the official system. Hence, a two-tier healthcare system is developing with, on the one hand those who can afford to pay twice for healthcare and, on the other hand, those who cannot and are trapped within the official system.

There are, however, three countries in Europe that allow citizens to opt out of the official system, take with them the taxes or wage contributions that are paid for them in the official system, and use this same money to buy private insurance on the market. The countries where this possibility exists are Germany, the Netherlands and Switzerland.

In Germany, people who are privately insured pay a premium which reflects the average health risk of the age group they were in when they first took their insurance. Afterwards, the premium is never

increased as a function of the insured's age. Therefore, it is in your interest to insure yourself as young as possible. If you start to pay when you are young and your health risk is low, you need to pay less, but you capitalise over a longer period. This makes you an attractive customer for the insurer. Because it is calculated on the

**Switzerland, the Netherlands and Germany have found answers to the critique that a private health insurance system does not allow citizens with a high individual health risk to insure themselves.**

average risk of your age group, the private insurance premium is affordable to everyone, even to high risk individuals.

Another example of a functioning and equitable private health insurance system can be found in the Netherlands. The Dutch distinguish between catastrophic health insurance and routine healthcare. Catastrophic health insurance is financed by a single payer government fund with income taxes. Non-catastrophic health risks can be covered by private insurance which never becomes too expensive, because the very costly chronic and acute medical risks are covered by the catastrophic health insurance fund.

In Switzerland, all health insurance is private. Premiums are not linked to income but set on a per head basis with weightings for age of entry into a fund, regional cost differences and sex. The government also gives subsidies to high risk individuals to allow them to buy private insurance. There is a risk-adjustment system, whereby all insurers in the market have to pay a portion of the premiums they collect into a central fund, which is used to compensate insurers with a larger proportion of less healthy, high risk members for the higher financial

risks involved in insuring their members.

Co-payments are the linchpin of the Swiss system. Patients pay all their costs of ambulatory care up to the level of a deductible (currently around US\$ 100 per year), and 10% of costs above this level. There is, however, an annual maximum level of co-payments, set at around US\$ 300 per year. Insurance funds are free to offer their customers higher annual deductibles in return for lower premiums. It is illegal to insure oneself against co-payments. As a consequence, they cover about one third of the annual healthcare expenses in Switzerland.

Switzerland, the Netherlands and Germany have each found different answers to the often heard critique that a private health insurance system does not allow citizens with a very high individual health risk to insure themselves. They have created healthcare systems that are less of a two-tier system in comparison with their neighbouring countries, because they allow people to buy private health insurance without having to pay twice. Because their systems rely to a larger extent on capitalisation, they have also created an investment pool of domestic capital.

Paul Jelline is Director of Research for the Centre for the New Europe (CNE), a think tank in Brussels that publishes research on unemployment, regulation, and other European public policy issues. This paper was presented at a Tufts University conference in Sydney, Australia, on the future of healthcare in Asia, CNE, Rensselaer Media Building, Research Park, De Bock, B-1731 Zellik, Belgium. Paul.Jelline@pandora.be



## PERSONAL VIEW SEBASTIAN EDWARDS

## Abolish the IMF

Now its capital has been replenished, the fund should be split up

The White House and Congress recently agreed a \$18bn funding package for the International Monetary Fund. That is the good news. The IMF needs additional resources now, to help countries such as Brazil and Argentina withstand financial turmoil. The bad news is that the reforms of IMF procedures being discussed as part of this package - less secrecy, and loans with shorter maturity and at market rates - are clearly insufficient, and will not help avert future global crises.

The problem is that the IMF's mandate does not allow it to operate effectively in a world in which private capital flows are dominant, investors' confidence is key, and uncensored and timely dissemination of information is of paramount importance. Michael Mussa, the IMF's chief economist, recently acknowledged that, given the Fund's structure and policies, it would be difficult to implement even President Bill Clinton's modest proposal of precautionary credit lines to countries suffering temporary liquidity problems.

Faced with this reality, two general solutions have been offered. The first is to turn back globalisation, imposing controls on capital mobility. The second is to overhaul the IMF completely - some have talked of transforming it into a world central bank - hoping that it would then be able to cope with the new reality of massive private capital flows.

Both solutions are unsatisfactory. Capital controls are ineffective, induce corruption and are difficult to enforce in democratic systems (it is said that they work well in China, but that is exactly the point). And retooling the IMF would take too much effort and would be too costly.

What is needed is a set of new, small and efficient multilateral institutions. These institutions should provide



A different era: Harry Dexter White, of the US Treasury (left) and John Maynard Keynes at the IMF's inaugural meeting in 1946

information and act quickly to avert crises. Moreover, they should reduce moral hazard, and provide incentives for the private sector to eschew unwarranted risks.

Under my proposal the IMF would be replaced by three specialised institutions. The first would be a Global Information Agency, whose only role would be to provide timely and uncensored information on countries' financial health. It would do this early on, when there is still time to implement corrective action. It would rate countries' financial systems, and use modern risk-management techniques to evaluate the fragility of different economies. If there were not enough reliable information, it would say so, alerting investors and driving countries to implement true reforms. Faced with this independent rating body that would speak up freely (in contrast with the IMF's current practice), countries would have an incentive to adopt modern accounting practices, put in place effective supervisory frameworks and avoid dangerous fiscal imbalances.

The second institution would help prevent crises, by playing an active role in the world financial system, rather than a reactive one, as the IMF currently does. This institution, call it the Contingent Global Financial

Facility, would provide sizeable contingent credit lines to countries that, although solvent, face temporary liquidity problems. Precautionary credit lines, along these lines, were in fact proposed by Mr Clinton last month. To be eligible for assistance, countries would have to meet some minimum standards of information disclosure and transparency, as well as of economic health. Only countries that have been certified by the Global Information Agency would qualify for these loans. These, in turn, would be for short maturities and would carry relatively high interest rates.

By acting before a crisis erupts - and not, as the IMF usually does, after the currency has collapsed - and by making available sufficiently large contingent credit lines, this institution would help restore confidence before it is too late. This Contingent Global Financial Facility would play the role of an international lender of last resort of sorts. However, by assisting only eligible countries, it would provide the right set of incentives and would minimise serious moral hazard problems.

The third institution - call it the Global Restructuring Agency - would be in charge of "clean up" and would deal with those

countries that, in spite of every effort, run into a crisis. It would help countries restructure their debts and would provide funds under conditionality.

In order to minimise the co-ordination problem associated with major crises, this agency would be allowed to call for a "cooling-off" period - not too different from the Chapter 11 bankruptcy protection in the US for companies - that would give creditors and debtors time to work out an orderly debt restructuring.

These proposals raise a number of important questions, including staffing and funding. The problems, however, are more apparent than real. Under this plan the IMF would be abolished. The new institutions could be partially staffed by current IMF professionals. Other experts, however, would have to come from the private sector.

Initial funding, on the other hand, would come from transferring current IMF, as well as some World Bank, assets. Additional funding for the Contingent Facility would have to come, however, from pledges from the Group of Seven leading industrial countries. Additionally, issues related to co-ordination, governance and accountability would have to be addressed before these institutions begin to operate.

Of course, implementing a reform along these lines would not be easy, as there are many political interests tied to the current system. The US Treasury would object. So would the current international bureaucracy.

However, unless we think radically, we will be unable to build an international monetary system that will allow all countries in the world to enjoy the benefits of globalisation, at the same time as avoiding its major drawbacks.

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# FINANCIAL TIMES

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Friday November 13 1998

## Saddam must be deterred

It looks as though the cat-and-mouse game Saddam Hussein has been playing with the United Nations for the past seven years is coming to an end. Unless the Iraqi leader resumes co-operation with UN weapons inspectors, the US will attack Iraq, probably within days.

Unlike the last crisis in February, this time there has been little build-up. That stand-off was resolved through a deal between Mr Saddam and the UN secretary general, with Iraq pledging unfettered access for inspectors, and the west promising to reward Iraqi compliance with an end to the international oil embargo.

As almost everyone believed he would, the Iraqi despot has watched on that deal, even though Washington partly provoked this by insisting sanctions should stay until Mr Saddam goes. Yet the fact remains that this is the fourth crisis he has engaged in 12 months. The credibility of UN attempts to contain him would not easily survive another military build-up followed by a backing-off.

What is less clear is what another round of cruise missile and air strikes can achieve, or what policy options will remain once the bombing stops - particularly given the risk of an anti-American backlash in the Arab and Muslim world.

Since the end of the Gulf war, the international community has tried to contain Mr Saddam through sanctions and weapons inspections, backed up by military force or the threat of it when Baghdad has tried to break free.

Uncom, the UN inspection team, has been a qualified success, ridding Iraq of more weapons of mass destruction than were destroyed by 40 days of

allied bombing during the Gulf war. Sanctions, by contrast, have devastated Iraq and its people while leaving the Saddam regime firmly in power. Indeed, Mr Saddam's ability to withstand periodic attack - by a US whose standing among even its Arab friends has sunk because of Washington's support for Israel in the regional peace process - has enhanced his prestige.

The US appears to have concluded that the usefulness of Uncom - obstructed by Iraq for the past year and also compromised by revelations of its reliance on Israeli intelligence - is over. Indeed, the inspection process has become the tool with which Baghdad mounts its periodic challenges to the UN.

In deciding what to put in its place, the west should remember its prime objective, which is to prevent Iraq from threatening its neighbours. That implies a strategy of cold war-style deterrence, whereby if Iraq attempts aggression it risks proportionate retribution.

Mr Saddam has been deterred before. Unequivocal threats of massive retaliation stopped him using chemical weapons against the allies in 1980-81 - although he had previously used them against Iran and the Kurds.

It is hard to see what alternative the US now has to military action. But any bombing campaign should be carried out within this framework of deterrence. It should be clearly limited to the Iraqi regime's military infrastructure. To be politically credible, moreover, it should be accompanied by a review of sanctions to ensure their effects are concentrated on Mr Saddam and his henchmen - and not on their victims.

At first sight, the ill-tempered conflict that erupted between the US and the European Union this week over trade in bananas has the surreal logic and comic implausibility of a Marx Brothers script.

US President Bill Clinton's administration is threatening, in the name of free trade, to impose punitive retaliatory sanctions on European exports, because of EU barriers to trade in products that the US does not export.

The EU, in turn, is piously defending its policy as enlightened development aid, even though it discriminates against bananas from poor Latin American economies, several of which have recently been devastated by hurricanes.

And all this is happening just as Washington and Brussels are putting the finishing touches to plans for closer economic co-operation; co-operation that may be vital if these two, the only large parts of the world economy still growing, are to increase world trade and help pull the others out of recession.

So what on earth has gone wrong? Is the US-EU confrontation over bananas a passing squall - or an ominous warning of much bigger trade storms to come? And could any good possibly come out of it?

The answers are troubling, though not entirely bleak. The World Trade Organisation may yet adjudicate successfully in the dispute. That could set an important precedent that would strengthen the body's authority to lay down the law in the future.

Tougher enforcement of free trade rules would be particularly valuable, as industries on both sides of the Atlantic seek protection from a surge of cheap imports from troubled economies in Asia and Latin America.

But it remains uncertain how firmly these demands will be resisted, even if WTO disciplines are beefed up. Many observers fear the US and EU could yet succumb to creeping protectionism. Since they are the only regions of growth and stability, such action would jeopardise other countries' recovery from financial crisis.

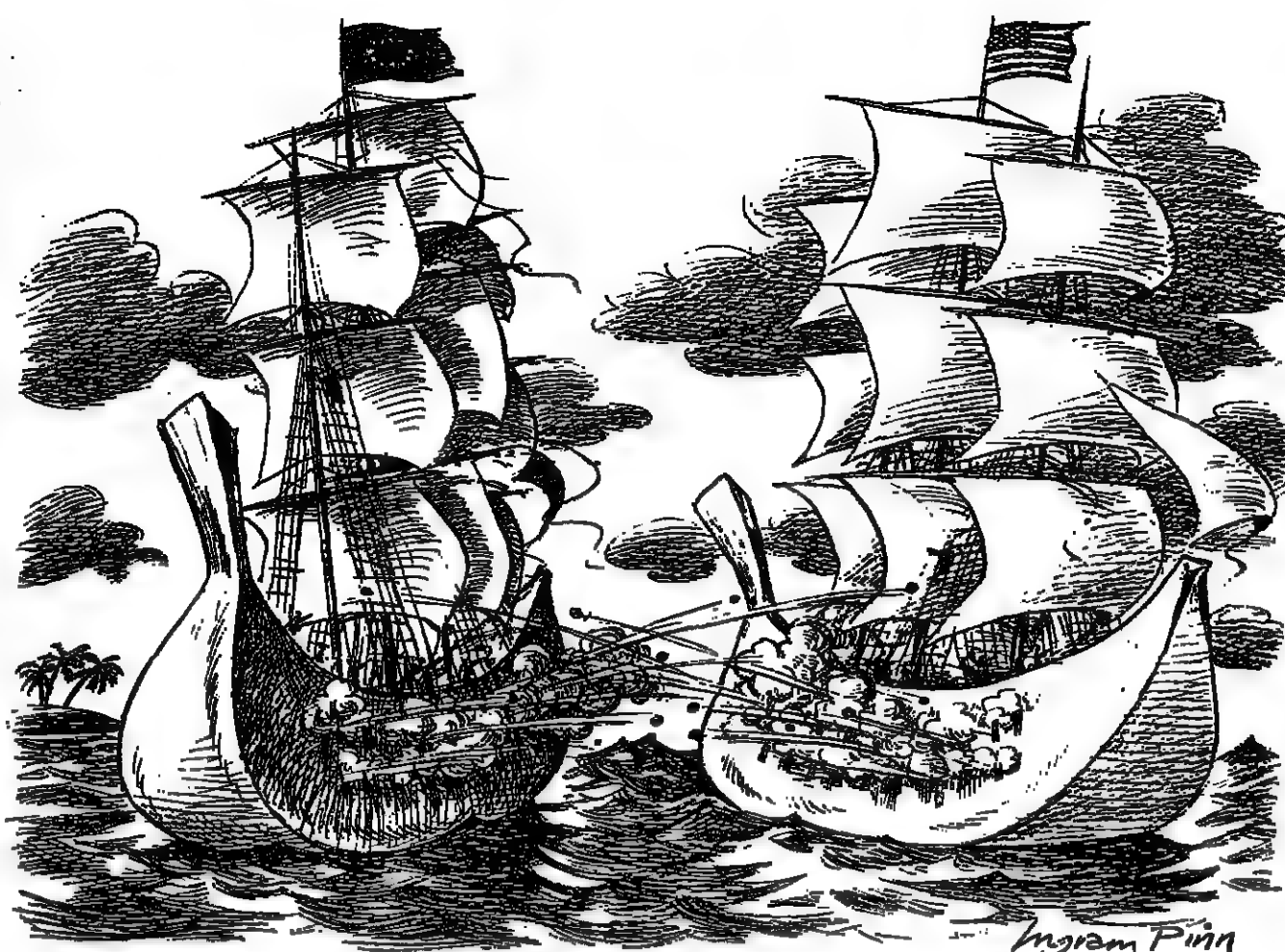
These problems may seem worlds away from a conflict over bananas. Yet the circumstances in which it arose look suspiciously like a symptom of deeper strains in US-EU relations, which may frustrate efforts to tackle global economic turmoil.

Washington and Brussels have sparred for years over the EU banana regime. This guarantees privileged market access for exports from former British and French colonies in Africa, the Caribbean and Pacific, at the expense of cheaper Latin American fruit.

Last year, a WTO dispute ruling upheld a US complaint that the regime discriminated unfairly against American banana distributors, such as Chiquita Brands. Although the EU is modifying the regime, the US says the changes do not do enough to satisfy WTO requirements.

Just before last month's Congressional elections, American frustration boiled over. After intense lobbying by Chiquita, Congress came close to passing legislation providing for retaliatory sanctions on EU exports.

To head off the proposals, the White House decided to draw up trade measures of its own. Some observers thought the move



would be shelved soon after the Democrats' good showing in the election. But this week, the US showed it meant business by publishing a preliminary list of European exports liable for sanctions.

The US insists it is entitled to act if the EU does not comply with the WTO judgment by January 1. The EU says the US is taking the law into its own hands, and it will challenge the proposed measures in the WTO.

At the core of the conflict lies a genuine legal conundrum. Although the WTO's appellate tribunal, which gives the final ruling in WTO disputes, cases ruled against the EU banana regime, it did not say how it should be amended. Some trade officials think the tribunal fudged the issue, in the hope of averting a head-on clash between the WTO's two biggest members. If so, its diplomatic finesse merely delayed the explosion.

The tribunal has also used ambiguous language when condemning other politically sensitive trade barriers, such as Canada's restrictions on foreign magazines and the EU's ban on hormone-treated beef. Divergent interpretations of such decisions make them increasingly hard to enforce.

Still, the bananas dispute offers an opportunity to reduce the muddle, provided the US and the EU agree to ask the WTO to clarify its judgment. At present, they differ widely about the procedures for doing so. But they may yet decide to step back from the brink.

One reason for thinking so is that failure to do so could undermine the entire WTO dispute settlement system. Another is that the US has staged last-minute withdrawals from bitter trade battles before.

It last threatened unilateral sanctions against another WTO member in a dispute over Japan's

car market three years ago. When Tokyo stood firm, Washington settled for little more than cosmetic adjustments to Japan's vehicle regulations.

However, that dispute was set in a very different context from the current one. The world economic situation today is far more fragile, and the risks that it will be destabilised by trade frictions much greater.

Furthermore, US-EU relations had seemed, until now, to be on the mend, after showdowns over issues such as the US Helms-Burton anti-Cuba law.

nervousness in Washington on at least three counts.

The first is the belief that Europe is stifling growth by soft-peddling economic deregulation and the restructuring of such sectors as cars and steel, where import curbs are helping to preserve excess capacity. "The Americans are saying their industries took the pain by restructuring in the 1980s, and now it's Europe's turn," says one official.

The second reason is US concern that a sharp rise in its trade deficit and a slowdown in its growth rate next year will fuel protectionist pressures in the new Congress, few of whose members know, or seem to care much, about international trade issues. Some in the EU fear the US is trying to make it a scapegoat for such a backlash.

Finally, Mr Clinton is under pressure to repay US steel unions for supporting Democratic candidates in last month's elections by meeting their demands for curbs on steel imports. US steelmakers have filed anti-dumping complaints against Brazil, Japan and Russia. But it is uncertain whether the US International Trade Commission, an independent federal agency which decides dumping cases, will find in the industry's favour. That has prompted Mr Clinton's advisers to consider other, unspecified types of trade restriction.

The outcome is shaping up as a watershed. If US steelmakers win protection, that risks setting off a round of similar demands from others. The European steel industry recently decided to file complaints against competitors in Africa, Asia and eastern Europe.

US chipmakers have already brought dumping complaints against Taiwan, while US apple growers, who have been devastated by a slump in world market prices, are considering

similar action against China. It has long been clear that pressures for protection would focus on anti-dumping policy, because it is one of the few forms of trade restriction permitted under WTO rules. Although it is governed by some WTO-imposed constraints, its practice has been widely criticised as arbitrary and elastic.

Recently, the critics seemed to be gaining ground in the EU, where a slim majority of member governments has repeatedly rebuffed European Commission attempts to impose dumping duties on cotton fabric from Asia and the Middle East.

However, it is unclear how firmly resistance will hold up if European economic recovery falters, and the US begins to close its markets. Much may also depend on whether the new German government's taste for intervention leads it to question its country's traditional role as a champion of free trade.

The danger that things could run out of control is all the greater because developing countries have recently become active users of anti-dumping, bringing more cases than industrialised economies in most years since 1983. If the EU and US step up actions against other parts of the world, they may face retaliation.

That prospect has added urgency to arguments by Renato Ruggiero, head of the WTO, that the best way to head off protectionism is to renew efforts to free trade. That logic has prevailed before: the Uruguay Round trade talks were launched in the mid-1980s partly in response to fears of a global economic slowdown.

So far, however, WTO members' enthusiasm for an ambitious trade round appears limited. The question now may be how much protectionist pressures have to increase before governments start to view liberalisation as their economic salvation.

## The new spirit of transatlantic co-operation is being tested - and not just by bananas

Both sides agreed their fundamental relationship was too important to be put at risk by trade quarrels and resolved to work closely to prevent them.

But the new spirit of transatlantic co-operation is being severely tested - and not only by bananas. The US and EU have recently resorted to bitter recriminations about other issues, notably their responses to the global economic crisis.

At a meeting of American and European business leaders in North Carolina last weekend, senior US officials, led by vice-president Al Gore, harshly criticised the EU for not doing enough to increase demand and open its market to Asian imports.

Visibly shaken, EU representatives denied the accusations. But whether or not the accusations were justified, they appear to reflect growing frustration and

## FOMC dilemma

The members of the Federal Open Market Committee are paid to steer a steady path for the US economy, balancing inflation against growth. But at its meeting next week, the FOMC must also deliberate on a financial trade-off, between fears of a credit contraction in US capital markets, and worries about stoking a bubble in equity markets. So far the Fed has done a good job. To continue to do so, it should leave rates unchanged.

US performance continues to impress. With the economy in the eighth year of expansion, inflation remains nowhere to be seen. The economy is set to slow next year, as sombre manufacturing surveys, labour market trends and a growing trade deficit have signalled. The National Association for Business Economists yesterday forecast a slowdown from a growth rate around 3.6 per cent this year to 2.1 per cent in 1999. This is remarkably similar to the Fed's own forecast from last July - before the Russian default and the Long-Term Capital Management debacle.

This remarkably unchanged outlook is largely the result of the Federal Reserve's pre-emptive action. It has demonstrated its determination to avoid a slow down, by responding to fears of

credit contraction with two interest rate cuts, last month, of a quarter of a per cent - one at an emergency meeting.

With US companies more dependent on capital markets than on bank lending, the evaporation of liquidity could tip the economy into recession. So far, the Fed appears to have done the trick. Financial markets are stabilising, and - in the absence of more bad news - credit conditions will continue to ease.

The Fed's actions may have been almost too comforting. The concern is equity markets. Together with more positive developments in international markets, the expectation of further rate cuts has brought a return to heretically optimistic valuations. These may be hard to sustain as output slows. The Fed was no doubt pleased with the equity correction over the summer. But this has now been all but reversed.

Overvalued asset prices have long posed a bigger threat to economic stability than consumer or producer price inflation. The risk of a return to such conditions must be set against that of a credit contraction. The Fed has to achieve a fiendishly difficult balance. The best it can now do is leave interest rates on hold.

## Malaysia on trial

Asia-Pacific leaders arriving in Malaysia this weekend for their annual summit will find the country in a sorry state. And much of the damage has been wrought by their host, prime minister Mahathir Mohamad.

Not only has Dr Mahathir placed the economy in further jeopardy by imposing controls on short-term capital movements while dawdling on fundamental economic reform and encouraging banks into another spree of reckless lending. He has also authorised criminal charges of sodomy and corruption against his former finance minister, Anwar Ibrahim, who was becoming a serious political rival.

The circumstances of Mr Anwar's arrest and trial have provoked an avalanche of negative publicity, upset Malaysia's relations with other countries, and roused deep worries at home about the behaviour of the police.

Anwar was arrested not just because the arrest was under the draconian Internal Security Act, which allows internment without trial, and was wholly inappropriate to the crimes with which Mr Anwar was charged. There was also his appearance in court suffering from an unexplained black eye and other injuries.

Moreover, Dr Mahathir initially

made little secret of his belief that Mr Anwar was guilty. This assertion on a case in progress would not be tolerated in other jurisdictions. Worst of all, evidence at the trial has revealed that the police routinely intimidate witnesses, while a senior officer has admitted that he would lie under oath if his superiors instructed him to do so.

While the trial continues, it would be premature to make a final judgment on either its outcome or the quality of its justice. At least there has been no attempt so far to suppress evidence in Mr Anwar's favour.

Still, what is already revealed about the action of the authorities goes far beyond the limits of tolerance in a civil society. If they have the best interests of Malaysia at heart, Dr Mahathir's guests must not let their presence in Kuala Lumpur serve as an endorsement of such an unfair and brutal process. Rather, they would do better to advise him quietly that the political and economic course on which he is embarked will lead only to havoc.

If it turns out that he can no longer deliver stability or prosperity, he will have to resign. It would be better if he went quickly while there is still room for an orderly transition.

## Signs on life on Planet Hollywood

Another change of script at Planet Hollywood, the star-studded restaurant chain that's long on ketchup and short on profits. A \$100 third-quarter loss is only the latest disappointment from the outfit that long ago lost the plot. So down steps chairman Keith Barish, the 53-year-old movie producer and Planet co-founder. And a warm Hollywood welcome, please, for a strategy based on cost cutting and soon-to-be-revealed relaunch.

The departure of Barish, the man behind celluloid feasts such as *Sophie's Choice* and *Forever Young*, shouldn't make much difference to the company's day-to-day management. The big noise down at Florida HQ is British-born chief executive Robert Earl, who makes up with enthusiasm for his lack of number-crunching skills. This summer, Earl recruited Bill Baumheuer, a 20-year veteran of the Fuddrussers chain, to help with the serious business of running profitable restaurants.

No one is sure what the promised relaunch will bring. But it's going to take more than a fresh coat of paint and a few new movie stars to pep-up the Planet Hollywood stock price. In the wide-eyed days of 1996, the newly-listed shares hit \$26. Today they look about as healthy

as deep-fried chicken strips, trading at a shade over \$3.

Not everyone is writing off Planet Hollywood as the investment equivalent of a bad meal. Saudi Prince Al Waleed, a man with billions to spend and an eye for a bargain, plans to increase his stake in Earl's eatery from 5 per cent to 16 per cent. Not a man to be impressed by glitz and glamour, the prince is buying 10m shares from Singaporean property developer Ong Beng Seng at \$4.50 a shot. Another inspired stroke of bargain-basement investing - or the prelude to a nasty bout of indigestion?

## Sold short

You'd have thought Thai investors would have learned a few lessons from the economic crisis that ended the dreams of many a would-be tycoon. But the hunger for a fast buck is, it seems, as prevalent as ever.

Retail brokers in Bangkok have been ordered by the stock exchange to limit same-day trades - buying and selling the same stock on the same day - to 20 per cent of their total volume. All part of a drive to discourage the common practice of "ramping" company share prices.

Turns out that this year's healthy bounce in stock prices has encouraged a new wave of market speculation by Thailand's army of small investors. In fact,

anything up to 80 per cent of all retail trades in recent months have been same-day transactions. Please, turn down the volume.

## Oskar victor

Oskar Lafontaine, Germany's waistcoat-wearing finance minister, is interested in becoming Pope. At least, that's what he said yesterday in response to speculation that he's being touted as a replacement for Jacques Santer at the top of the European Commission.

The idea of elevating the former Social Democrat firebrand has, according to some reports, already been floated under the noses of the French, although Bonn denies it. But the man himself didn't actually volunteer a definitive denial. Beyond his pontifical aspirations, he would only venture: "Rumours are always rumours and speculation."

## Pest control

The residents of Budapest's southern suburbs were looking forward to the opening of the Hungarian capital's new metro line. But suddenly the promise of a swift and shiny train has been taken away. Hungarian prime minister Viktor Orban says the project, financed by a whopping loan from the European Investment Bank, is too expensive. He's got the whole

country to think about, he says, and simply can't justify the expense.

Budapest mayor Gabor Demszky thinks considerations other than cost are at work. Could it be sour grapes, he wonders, because Budapest didn't vote for Hungary's governing parties in local elections last month? Instead the city voted to stick with its Socialist-Liberal council.

Demszky points out that Orban's government is happy to blow \$1bn celebrating 1,000 years of statehood in 2000. So how about a few bob for the hard-pressed burghers of Buda?

## Beached

Stuck for a summer vacation spot? Then pop along to the World Travel Market in London this week where you can learn all about sandy South Pacific atolls or pony-trekking trips in Nepal. But how about something completely different - a couple of weeks in sunny Serbia?

The national tourism organisation concedes that Kosovo may not be the most attractive destination at present but it insists Serbia has plenty to offer, from skiing in Kopaonik to the cultural attractions of Belgrade. Slobodan Cerovic, minister of tourism, will be in town on Monday to help with the hard-sell. Give the man a medal.

## Financial Times 50 years ago

Truman Calls For New Programmes  
Washington, Nov. 12. All U.S. Government Departments and Agencies have been requested by President Truman to prepare programmes by the end of November, including proposals for legislative action for the coming year. After trimming by the Budget Bureau, these will form the basis for the President's messages to Congress in January on the state of the Union, the economic prospects and the Budget. Technical experts are discussing the rival merits and disadvantages of a restored excess profits tax or of a higher corporations tax as a revenue producer.

German Textile Workers Manchester, Nov. 12. The International Federation of Textile Workers' Associations, the thirteen-nation body with headquarters at Manchester, has agreed to allow the reaffiliation of textile organisations representing 100,000 German operatives and 60,000 Austrian operatives. Their connection with the Federation was severed by the Nazis' rise to power.



## THE LEX COLUMN

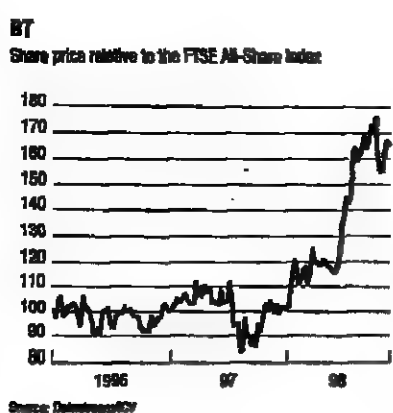
### Fiscal fatigue

Japan is clearly suffering severe "fiscal stimulus" fatigue. Yesterday the ruling party announced a planned ¥18,000bn package, some 3 per cent of GDP, and the stockmarket fell 2 1/2 per cent. Admittedly prime minister Keizo Obuchi flagged the outlines of the package some time ago. Even so, investors' cynical response is a sobering reminder of the mountain he has to climb.

It is difficult to be sanguine. Even the enormous sums involved may not meet the challenge. The Ministry of Trade and Industry has highlighted a ¥30,000bn gap between supply and demand. Collapsing corporate profits are squeezing private sector investment, while rising unemployment will curb consumer demand. Nor will a slowing world economy allow trade to come to the rescue.

The good news is that the authorities appear to be past the denial phase. In addition to the package, the government is stepping up public sector loans to companies and the Bank of Japan is injecting more liquidity into the economy, including allowing the overnight call rate to fall to 0.15 per cent. In the current climate, almost any effort to stimulate demand appears legitimate. These measures will at least help offset deflationary forces, even if they are insufficient to generate a self-sustaining recovery.

That will require an upturn in consumer confidence. Alas, the current government appears unlikely to do the trick. Just as important, of course, is that Japan accelerates supply-side restructuring initiatives. Without success, the economy will struggle even to meet the OECD's meagre forecast of a 1 1/4 per cent medium-term growth rate.



BT's argument, of course, is that it has many growth opportunities. And there is truth in this. The company is investing \$300m a year in continental Europe. It has recently opened a front in Asia - buying stakes in Malaysian and South Korean companies for \$500m. Its international joint venture with American Telephone & Telegraph could also require extra spending.

Even back at home, BT may find ways of stepping up investment profitably - in interactive services and the next generation of mobile communications. Moreover, at a time of global market volatility, a strong balance sheet could allow it to snap up assets on the cheap - as it has in Asia.

With such options, shareholders should be sympathetic to BT's inclination to reinvest its cash. But to get investors completely on side, the company should spell out in more detail how the money will be spent and how it will add value.

#### Zeneca

It is good to see Zeneca refining its business portfolio instead of clinging to whatever it can bequeathed to it. This is especially so in the light of the bid speculation that tends to attach to the smallest of the UK's trio of international drug groups. The non-core specialty chemicals business could be seen as a minor bid deterrent.

Zeneca has, however, been a little slow to put the business on the block. A frenzy of deals in the specialty sector appeared to reach its apogee earlier this year with Ciba's purchase of Allied Colloids for nearly three times sales. At least Zeneca's management has not been wasting time. The division has been stripped down to higher-value activities, with operating margins improving from less than 7 per cent in 1996 to 11 per cent in the first half of this year. A target of 15 per cent-plus looks within reach, in line with the goals set this week for the Ciba/Clariant merger.

With sales of about £700m at the business being sold, Zeneca will hope for the best part of £1.5bn. This should help it accelerate investment to plug a post-petent gap in 2002. Its price-earnings ratio of more than 25 times 1997 profit forecasts certainly looks easier to justify.

#### British Telecommunications

British Telecommunications has made progress in investor relations since it lost last year's battle for MCI. But there is still room for improvement. The big strategic question remains: how is it going to deploy its formidable cash flow? Yesterday's marginal increase in the rate of dividend growth - from 6 per cent to 7 per cent - will barely dent this. Not only is BT's net debt of \$526m a measure one per cent of its market capitalisation; the group is generating close to £1bn a year in net cash flow after dividends but before acquisitions.

#### US life insurers

With much of the US life insurance industry still in private hands, this week's flotation of MONY, formerly the Mutual Life Insurance Company of New York, offers two useful insights.

First, the 25 per cent jump in MONY's stock in its first two days shows an initial public offering is possible even in difficult markets. Investors are being attracted to the life companies' low economic sensitivity and expected double digit earnings growth. This should provide encouragement to the dozen or so mutuals thinking

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## FT.com

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Net gains: Eddie George, right, governor of the Bank of England, takes part in a question-and-answer session on the Internet. Page 5

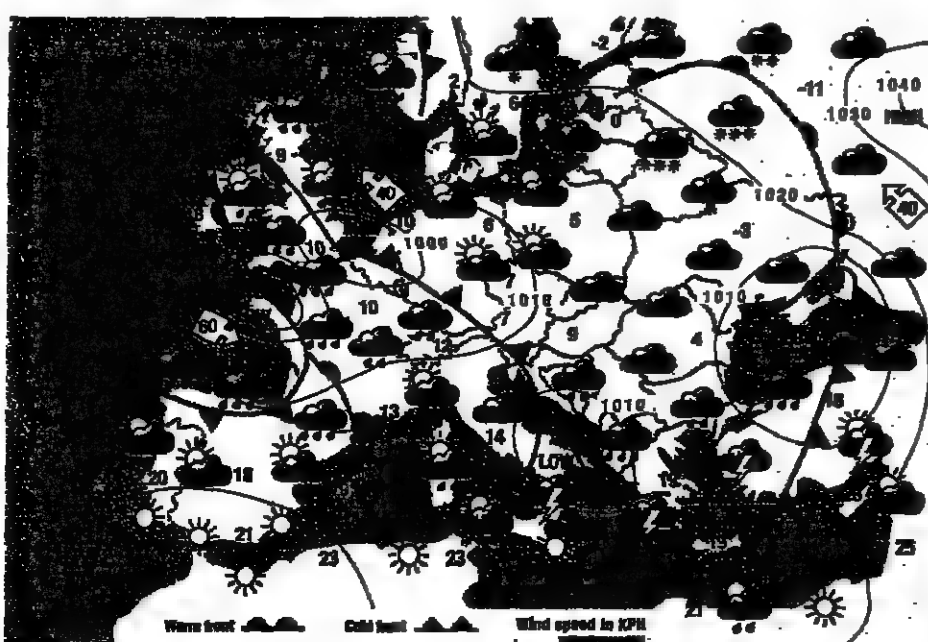
## FT WEATHER GUIDE

### Europe today

Scandinavia and much of eastern Europe will continue cold. Northern Scandinavia, eastern parts of the Baltic countries and western Russia will have outbreaks of snow. The rest of eastern Europe along with Denmark, southern Norway and Sweden will be largely dry with some wintry sunshine. Italy and the eastern Mediterranean will have thundery showers. The western Mediterranean will be mainly fine and sunny. North-western Europe will have outbreaks of rain.

### Five-day forecast

Central parts of the Mediterranean will become unsettled with rain and thunderstorms by Sunday. North-western Europe will become colder over the weekend, but milder air with rain will spread from the west on Tuesday. Western Russia and northern Scandinavia will stay very cold with further snow flurries.



Situation at midday. Temperatures minimum for day. Forecasts by FT WEATHER CENTRE

### TODAY'S TEMPERATURES

Location	Temp	Weather
Abu Dhabi	30	Sun
Accra	32	Fair
Algeria	32	Fair
Amsterdam	10	Sun
Athens	18	Sun
Atlanta	18	Sun
B. Aires	25	Sun
Bangkok	32	Sun
Buenos Aires	18	Sun
Calcutta	32	Sun
Cardiff	16	Sun
Chengdu	16	Sun
Chicago	16	Sun
Colombo	32	Sun
Dakar	32	Sun
Dallas	18	Sun
Doha	32	Sun
Dubai	32	Sun
Dublin	16	Sun
Dzair	32	Sun
Edinburgh	16	Sun
Faro	16	Sun
Frankfurt	16	Sun
Geneva	16	Sun
Glasgow	16	Sun
Hamburg	16	Sun
Helsinki	16	Sun
Hong Kong	16	Sun
London	16	Sun
Los Angeles	16	Sun
Lyon	16	Sun
Madrid	16	Sun
Moscow	16	Sun
Mumbai	32	Sun
Nairobi	32	Sun
New York	16	Sun
Osaka	16	Sun
Paris	16	Sun
Perth	16	Sun
Prague	16	Sun
Rangoon	32	Sun
Rio de Janeiro	32	Sun
Rome	16	Sun
Sao Paulo	32	Sun
Seoul	16	Sun
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## Chinese death sentence raises legal fears in HK

By Louise Lucas in Hong Kong

Fears over Hong Kong's legal autonomy were revived yesterday after a Chinese court sentenced a gangster known as "Big Spender" to death for kidnapping and arms smuggling.

The Hong Kong government, which has come under attack from legal circles for failing to exert its jurisdiction, will not ask for Cheung Tze-keung to be returned from Guangzhou, where the trial took place. Cheung's family and lawyers had also petitioned to have him tried in Hong Kong, where there is no death penalty.

Yvan Tang, Cheung's lawyer, said yesterday that it was a contravention of the Basic Law for mainland courts to try Hong Kong people for offences carried out in the territory. The Basic Law underpins the "one country, two systems" concept that promises Hong Kong autonomy under mainland rule.

In spite of this breach, Mr Tang said: "The Hong Kong government just sits there and lets China do

everything. Officials of the Hong Kong government have allowed 'one country, two systems' to be killed."

Cheung was arrested this year on the mainland, where he had taken refuge.

The Hong Kong government says that his crimes were partly committed across the border and so the mainland courts had the right to try him. Cheung is to appeal.

Mr Tang's sentiments have been echoed by other lawyers not directly involved in the case. The Hong Kong Bar Association has also joined the debate. Ronny Tong, its spokesman, said the government's failure to seek the return of Cheung could send out false signals.

"This may give people the false impression that the judiciary and the rule of law in Hong Kong is somehow subordinate to that of the rest of China," he said.

Similar cases are pending, and while the government has agreed to accelerate talks with the mainland over an agreement on fugitives, this may come too late for another accused, a *feng shui* master charged

with poisoning five women in a Hong Kong flat.

The man fled to China, where he was promptly arrested.

Few observers were allowed into the Guangzhou court during the trial of Cheung and his gang members, but speaking after yesterday's sentencing, court officials confirmed the identity of the tycoons who were the main victims of Cheung's plot.

They are Victor Li and Raymond Kwok. Mr Li is the eldest son of Li Ka-shing, one of the territory's richest property developers. Mr Kwok's wealth also comes from property.

Neither family reported the kidnappings to the Hong Kong police, which is one reason Cheung was never arrested in Hong Kong.

Mr Li's family paid a ransom of HK\$1.38m (\$178m). Mr Kwok had a longer incarceration but, ultimately, a lower price for freedom of HK\$800m. The swifter retribution meted out across the border highlights China's desire to stamp out organised crimes in Hong Kong and Macao, the Portuguese enclave that returns to Chinese rule next year.

## Japan's markets unimpressed by latest stimulus package

By William Turk in Tokyo

Japan's ruling Liberal Democratic Party yesterday unveiled its largest ever stimulus package, but markets slumped as traders viewed the plans as too timid to pull the country out of recession.

The package, the latest in a series of "emergency" measures adopted over the past year, will total about ¥18,000bn (\$150bn), including ¥7,000bn of income and corporate tax cuts to be implemented early next year, the LDP said.

This sum is equivalent to about 3 per cent of Japan's gross domestic product and exceeds the previous ¥16,700bn stimulus package, being implemented in the current fiscal year ending in March, 1999.

However, the Nikkei index of 225 leading shares fell 2.45 per cent to close at 14,075.06. The yen closed at about ¥133 in Tokyo markets, near its weakest levels in recent days.

Cameron Umetsu, economist at Warburg Dillon Read said: "The only surprise in this package is the Japanese government's ability to under-

cut the already low expectations. Yet again this is too little, too late."

The negative reaction partly reflected the similarity of the ¥18,000bn package to pledges that Keizo Obuchi, Japan's prime minister, first made this summer in the election campaign for the Upper House of parliament. Mr Obuchi then promised about ¥18,000bn additional spending and more tax cuts in fiscal 1999, to replace and extend the temporary tax cuts of fiscal 1998.

Consequently, yesterday's draft package contained ¥7,000bn of corporate and income tax cuts scheduled for next April. It also included ¥10,000bn of funds to boost public infrastructure, of which about ¥6,000bn is estimated by economists to be new spending. The controversial ¥700bn scheme to distribute shopping vouchers to part of the population is also included.

Some economists hope the government might add further measures on Monday, when the LDP formally adopts the draft package. However, Hiromu Nonaka, chief cabinet secretary, yesterday appeared to dash

hopes that the LDP would bow to opposition demands for a cut in the 5 per cent consumption tax. "We are not at the stage where we will lower or suspend the sales tax," he said.

Nevertheless, in a hint that it is seeking alternative policy tools, the government yesterday pledged to increase sharply public sector loans to the corporate sector, via groups such as the Japan Development Bank. The JDB is preparing to make a loan of up to ¥100bn to Nissan Motor, the country's second largest car company.

The Bank of Japan yesterday let the overnight call rate, the key money market rate, fall to a record low of 15 basis points (0.15 per cent), from the 20 basis point level prevailing last week. This is lower than 25 basis points that the Bank pledged to target when it loosened monetary policy in the autumn. It implies that the Bank, whose independent policy board meets today, may be seeking more drastic measures to boost demand.

See Tax

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**INSIDE**

**Esprit moves into bandwidth sector**  
Esprit Telecom, one of Europe's new operators, is moving into the burgeoning "carriers" carrier business with the formation of an independent arm, Esprit Telecom Networks. The unit will be responsible for building and selling bandwidth - dedicated transmission capacity - on its pan-European network to other carriers. Page 19

**Swisscom outperforms local market**  
Though it came to the market only just over a month ago, Swisscom, the telecoms group, is the best-performing stock on Zurich's blue-chip SMI index, up 38 per cent compared with 5 per cent for the SMI. Market Focus, Page 30

**Caribbean backs bananas despite US**  
Caribbean islanders are being told to diversify in the face of Washington's threat to impose 100 per cent duty on many European products by January next year unless Europe amends its banana import regime, which offers a preferential market to Caribbean producers such as those in St Lucia (above). However, St Lucia plans to produce not fewer bananas but more and more efficiently. Commodities, Page 28

**Japan drugs sector weathers storm**  
Japan's big pharmaceutical groups were resilient in the half to September. Though domestic price cuts and patient co-payments hurt, their impact has proved to be transitory. Page 16

**Citic set to issue domestic bonds**  
Citic, China's main trust and investment company, will issue domestic bonds worth RMB700m (\$85m) next week. The issue comes as the sector faces a squeeze on credit after the closure of the prominent Guangdong International Trust and Investment Corporation (Citic) last month. Capital Markets, Page 24

**Seven Up arm looks to break free**  
Dr Pepper/Seven Up, the US arm of Cadbury Schweppes, has to rely on the bottling networks of PepsiCo and Coca-Cola, arch-rivals, to distribute much of its output. But with the two networks increasingly picky about what they bottle, DPSU wants an independent system. Page 21

**Filipino banks sit on capital surplus**  
Some of the leading Filipino banks may soon be facing a rare problem in Asia: overcapitalisation. While many in the region are struggling to stay solvent, some Philippine banks could be sitting on a surplus of capital. Page 16

**Kenyan tea producers thwarted**  
Plans to entrench Kenya as the world's main tea exporter are being thwarted as smallholders vie for control of the sector with the Kenya Tea Development Authority. Commodities, Page 26

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**Hicks Muse plans European fund**

By William Lewis in New York and Edward Luca in London

Group's \$1.5bn vote of confidence in private equity

Hicks, Muse, Tate & Furst, the private equity fund group, is planning to launch a \$1.5bn fund dedicated to European investments.

The Dallas-based group intends to begin fundraising in the second quarter of next year. If successful, it will be one of the largest European private equity funds and provide further evidence of how US private equity groups are increasingly focusing on European investments.

Investment groups such as KKR have already starting making large investments in European markets, but this will be Hicks, Muse's first

European dedicated fund. Details of Hicks Muse's plan came a day after it emerged the group is seeking to reduce the price it has agreed to pay Pearson, the UK media group, for publisher Simon & Schuster's professional and reference titles.

The stock price of Pearson, which owns the Financial Times, fell 31p on the news yesterday to close at £10.

In recent weeks the high yield market, on which private equity groups rely in order to leverage the capital they are able to use for takeovers, has dried up. Some deals, such as Hoechst's planned sale to KKR

of Herberts, the specialty chemicals company, have come unstuck.

However equity valuations are now considered to be more realistic and Hicks Muse's intention to press ahead with a new fund is evidence of the group's continuing confidence in the private equity market.

Investors have already agreed to commit \$4bn to Hicks Muse's Fund 4, a general purpose investment fund, with final closing expected at the beginning of next year. Fund 3 has \$200m left to invest, and, in July, Hicks Muse announced the final closing of a \$600m Latin American fund.

In addition, there is an \$800m Hicks Muse real estate fund, which has the ability to make investments outside the US.

John Muse, a Hicks Muse partner, is overseeing the group's European expansion from its recently opened London office.

In Europe, the leveraged buy-out sector is still dominated by the UK houses, including Doughty Hanson, Claven, CVC, Charterhouse, Schroder Ventures and Candover.

However, along with the expansion of US firms, the UK houses are also facing a challenge from continental firms,

such as the private equity arm of Paribas, the French investment bank. Of the estimated \$25bn raised for European deals in the last 12 months, more than half has been raised by European private equity houses.

The so-called "billionaire club" of European LBO firms hit double figures this year.

"We don't yet have non-UK European houses the size of Doughty Hanson but there are signs this is changing," said Stephen Mostyn-Williams, a partner at Shearman & Sterling.

Bankers say that the biggest potential for growth in M&A activity is in Germany where large-scale corporate restructuring is expected to take place.

**Veba in dip but analysts expect recovery**

By Frederick Stedman in Bonn

Veba, the diversified German industrial conglomerate, yesterday blamed poor performance by its silicon-wafer business and continuing start-up losses in telecommunications for a 18.2 per cent fall in net income at the nine-month stage to DM1.75bn (\$1bn).

The losses, which had been expected, mark an end to years of strong profits at Veba, which is undergoing a restructuring.

Ulrich Hartmann, chairman, said pre-tax earnings in the first nine months rose 1.6 per cent to DM3.7bn but warned that the full-year figure would be slightly below the 1997 figure of DM4.97bn. Sales advanced 3 per cent to DM62.5bn.

MEMC, the group's silicon-wafer subsidiary, was hit by overcapacity in the market and deteriorating prices. Losses at MEMC were DM563m, compared with a DM2m loss at the same stage in 1997. The losses include a restructuring charge of DM250m.

The group's telecoms activities have been hit by the poor start of o.tel.o, a fixed-line provider which Veba co-owns with RWL. Veba said sales at o.tel.o were picking up but its losses were DM600m at the nine-month stage.

Earnings at the Stinnes distribution and logistics subsidiary, which Veba plans to spin off in an initial public offering next year, were depressed by poor performance in the home improvement and car services businesses.

Mr Hartmann said the group would press ahead with cost cutting and portfolio restructuring measures. He said the disposal of non-core activities had shed DM4bn in sales revenue since the start of the year and that the company planned to shed a further DM5bn.

Analysts said the 1998 figures were distorted by high restructuring charges and they expected Veba to bounce back in 1999.

Isabelle Hayen, utilities analyst at Goldman Sachs in London, said the group stood to benefit from improved market conditions in silicon wafers and telecoms as well as from cost cutting measures and the falling away of restructuring charges.

There is some uncertainty over the core electricity generating business - which Mr Hartmann sees alongside chemicals and telecoms as one of the three pillars of a re-focused group - in the light of government plans by the new Social Democrat-led government to decommission nuclear power stations and introduce taxes on energy usage.

RWE, the energy-to-telecoms group, yesterday said first-quarter profits rose by an adjusted 10.1 per cent to DM218m.

The unadjusted increase, which included the proceeds from the disposal of the group's uranium ore mining activities, was an increase of 54.5 per cent to DM306m. The Essen-based company said sales declined by 3.5 per cent to DM16.6bn due to falling domestic demand.

Deutsche Telekom to cut prices, Page 19



Forging ahead: Robots weld car bodies at the Honda plant in Swindon, UK. The group has benefited from strong sales in the US and Europe

**Mazda and Honda buck trend**

Japanese carmakers' first-half profits stem sector's wave of bad news

By Alexandra Harvey in Tokyo

The flood of bad news from Japan's vehicle sector abated yesterday as Mazda Motor and Honda Motor reported robust first-half earnings.

The weakness of the yen pushed Mazda, managed and one-third owned by Ford of the US, into the black for the first time in seven years and helped Honda record profits of ¥158.2bn (\$1.3bn) in the six months to September.

It was the first hopeful sign from the industry in weeks. Nissan Motor and Mitsubishi Motor have warned of huge losses this year. This week, Nissan said it might request up to ¥100bn in emergency funds from a government-sponsored bank to improve its sagging cash flow.

The Honda and Mazda results highlighted the smaller

carmakers' relative flexibility in adjusting the product mix and eliminating excess costs.

Honda, which has made record profits for the past three years, confirmed analysts' expectations with a 27 per cent improvement in pre-tax earnings in the first half, from ¥222.5bn to ¥281.5bn.

The group, which surprised the market in August with an unexpectedly strong first-quarter performance, benefited from strong sales in the US and Europe. Turnover rose 12.1 per cent, from ¥2,749bn to ¥3,074bn.

In the full year, Honda expects consolidated pre-tax earnings of ¥500bn on turnover of ¥8,400bn. After tax and exceptional, group profits would be ¥280bn, a 7.4 per cent improvement on the year before.

Shares in Honda have

plunged recently on fears that the group would be vulnerable to the strengthening of the dollar against the yen.

These concerns pushed Honda's stock to an all-year low last month of ¥2,870. Yesterday, the shares tumbled 6.5 per cent to ¥2,680, on fears that full-year earnings forecast - announced after the market's close - would be lower than expected.

Mazda, rebounding from a costly restructuring, reported first-half consolidated net earnings of ¥85bn, against

losses of ¥9.7bn. The group also returned to profitability on the pre-tax level at ¥24.8bn, compared with ¥3.8bn in losses last time.

Mazda said the results were due to cost cuts in its domestic operations and improved revenues in the US and Europe.

But the group revised both production and earnings targets for the full year and suspended the dividend payment. In the year ending in March, it said pre-tax earnings should improve 3 per cent to ¥5.5bn.

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## COMPANIES &amp; FINANCE: ASIA-PACIFIC

JAPAN SHARP AND SANYO REPORT HEAVY FIRST-HALF DECLINES BUT TDK BUCKS TREND

## Electronics sector posts mixed results

By Naoko Nakamura in Tokyo

Japanese electronics makers reported mixed results yesterday, as Sharp and Sanyo saw steep falls in earnings in the first half of the year, while TDK's profits went up.

Lower semiconductor and liquid crystal display prices hit Sharp's group net profit, which fell 86 per cent, from ¥20.3bn to ¥2.9bn (\$23.8m), despite record revenues. Pre-tax profits excluding exceptional items dropped 84 per cent from ¥34.4bn to ¥5.4bn.

Sharp, which issued a group profits warning in September, cut its revised forecast for the full year. It predicted pre-tax profits excluding exceptional items of ¥23bn, compared with its previous estimate of ¥28bn. It also cut its net profit forecast from ¥10bn to ¥8.5bn.

Consolidated sales of audio-visual equipment were up 7.6 per cent on strong overseas sales, but both the electronic components and communication and information equipment sec-

tors saw revenues decline. The weak domestic and Asian economies also hurt Sanyo, as its net profits fell 43 per cent from ¥9.9bn to ¥5.7bn and pre-tax profits slid 29 per cent from ¥21.7bn to ¥15.5bn.

Sanyo said the recession had affected its home electronics and industrial machinery sectors. The former was also hurt by poor air-conditioning sales due to a cold summer.

Sanyo pared back its prediction for the financial

year, estimating consolidated pre-tax profits of ¥8bn, against ¥16.5bn forecast in May. On net sales of ¥1,850bn, instead of ¥1,950bn.

TDK bucked the trend with a 12 per cent rise in its consolidated net earnings, from ¥25.6bn to ¥28.6bn. Pre-tax profit climbed 5.9 per cent to ¥46.4bn, while sales rose 7.2 per cent to ¥362.9bn. However, it revised its full-year net earnings estimates from ¥60bn to ¥50bn.

Its first-half performance

was driven by a strong rise in revenue from its recording devices division, which climbed 37.1 per cent. TDE, a market leader in magneto-resistive heads, was able to take advantage of growing demand in this sector.

Gains were also made in recording media, electronic materials and components sales, although TDK fell victim to a globally weak semiconductor market, where sales fell 5.3 per cent.

Its overseas sales grew 16.8 per cent in the first half.

## Rare capital problem leaves Philippine banks sitting pretty

Overcapitalisation may protect them against economic turmoil - unlike banks in other Asian countries, writes Tony Tassell

Some leading Philippine banks may soon be facing a rare problem in Asia: overcapitalisation. While many in the region are struggling to stay solvent, some Philippine banks could be sitting on a surplus of capital.

After large capital raisings between 1994 and 1997, the country's leading banks have built a cushion against the shocks of the regional economic turmoil, slower growth in gross domestic product and an expected rise in non-performing loans.

The last declared average capital-adequacy ratio for the Philippine commercial banking sector was 17.3 per cent, well ahead of the 10 per cent required by the central bank. Some banks have ratios of 22 per cent.

"I would say seven out of the eight most actively traded banks in the Philippines are now overcapitalised," says Edgar Bancod, analyst with Paribas Asia Equity. "Much of the capital was built up in anticipation of huge expansion of credit as we saw in other Asian countries. Instead, it is now providing a cushion against the downturn."

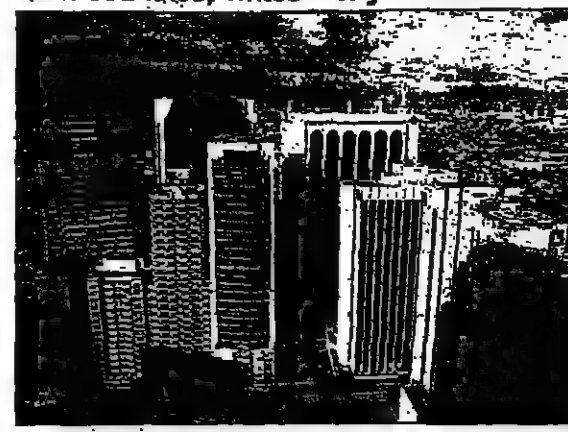
Analysts say the country's banks will need this over the next 12 months even though they are clearly in better shape than most of their regional counterparts.

"While there is going to be pressure on the loan books, they will need to maintain high levels of capital adequacy," says Nick Cashmore, of ABN Amro Asia.

Standard & Poor's, the credit rating agency, has warned that the banking system's non-performing loans "could easily exceed" 20 per cent in 1999 - a sharp rise on the declared level of 9.6 per cent at the end of July.

But even if the S&P forecast is accurate, the stress on the country's banking system is not expected to be as high as in other Asian countries, which are forecast to see non-performing loans well above 30 per cent.

"Private-sector debt levels



Tidy pile: capital-raising has led to strong capital adequacy ratios

in the Philippines are markedly lower than in Thailand or Malaysia. We think it unlikely that the Philippine banking system would see NPL's in the high 20s," said Girish Kumar Narayanan, analyst with Merrill Lynch, at the end of September. He forecast non-performing loans would peak at about 21 per cent in the third quarter next year.

John Manguerra, director of portfolio management for IB Gimenex Securities, says they may have already peaked, arguing that the current quarter represents the low in the economic cycle and that the downturn next year in the property market may be softer than expected.

Mr Bancod at Paribas Asia Equity says Philippine banks are in a relatively strong position to deal with rising non-performing loans. He believes loans outstanding in the banking system represented only about 50-60 per cent of total banks' assets. In contrast, this has been as high as 80 per cent in countries such as Thailand.

He says recovery rates also appear positive. The assessed value of collateral for loans in the banking system represents about 86 per cent of the market value of the assets at the time the finance was approved. Although the property market has since come under pressure, Mr Bancod says

collateral values are still well below market values.

The relative health of the banking system owes much to continued reform by the central bank under its governor, Gabriel Sison. Measures taken, under programmes supported by the International Monetary Fund and the World Bank, include a cap on property loans of 20 per cent of a bank's total loan portfolio; shortening of the time for determining "past due loans" to three months; requiring banks to make a loan-loss provisions of 2 per cent on all loans by October 1 1999; and a tightening of provisioning requirements for sub-standard loans.

Other measures include raising the capital requirement for full commercial banks from 3.5bn pesos to 5.4bn pesos (\$133m) by 2000 and stiffer sanctions for banks not complying with regulations.

Problems remain - such as the troubled, state-controlled Philippine National Bank - and a consolidation is overdue among the country's commercial banks. Mr Cashmore says more could be done to reform banking regulations, and that banks could provide more information on the age of non-performing loans. Nevertheless, when Mr Sison finishes his term of office in July next year, the banking system should be able to withstand the looming pressures.

## Drugs groups hold up well

Japanese producers have weathered price cuts and a doubling of patient contributions

By Paul Abraham in Tokyo

Japan's big pharmaceutical companies have proved remarkably resilient in the six months to September 30. The industry, which in theory should be defensive when the economy turns down, has been battered by three consecutive years of domestic price cuts, as well as last September's increase in patient contributions for medicine costs. Only two of the top nine groups that have reported - Daiichi and Banyu - saw higher sales.

Although the price cuts have clearly hurt, the impact of the patient co-payments has proved transitory. Japanese patients were initially shocked by a doubling in charges, but have returned to their hypochondriac ways.

Stephen Baker, healthcare analyst at Warburg Dillon Read in Tokyo, said that data from wholesalers indicated that the market was down by about 10 per cent almost the same as last April's 9.7 per cent price cut. In other words, volumes had held up quite well. The country spends about 25.9 per cent of medical expenditure on drugs, against 16 per cent in the US.

"We have seen the drugs groups announcing upward profits revisions in recent weeks. These have been

something of a rarity in other sectors," said Mr Baker.

In profits terms, the best performers have been those with medicines that have flourished in international markets. It was no surprise that Takeda and Sanofi-Sintabo posted record results. This was thanks to the overseas success of Takeprol, the former's anti-ulcer treatment, and Mevalotin, the latter's cholesterol-lowering agent.

Analysts expressed concern, however, about a possible slow-down in US sales of Sanofi's Norvasc diabetes treatment. A number of competitor products are in final stage clinical trials.

Fujisawa, which is in the process of completing the global roll-out of Prograf, its immunosuppressant, also saw particularly strong growth in pre-tax profits.

The company said it had benefited from the weak yen. On a net basis, earnings more than quadrupled to ¥31.1bn (\$173m). However, the figure was boosted by an extraordinary gain of ¥8bn for lower-than-expected US restructuring costs.

Eisai's Aricept, an Alzheimer's treatment, did well in the US - sales in the July-September quarter jumped 82 per cent to \$81m - but a 24 per cent government-imposed price cut in April

## Cold comfort

Japanese drug companies first-half results

	Sales	% change	Pre-tax Profit	% change
Takeda	319.8	-0.2	58.5	1.4
Sanofi	228.3	-1.7	66.4	8.8
Yamanouchi	120.8	-18.2	28.6	-12.8
Daiichi	119.5	1.3	18.8	-26.0
Eliel	115.5	-10.0	12.9	-40.0
Shionogi	102.0	-8.2	10.3	15.4
Fujisawa	94.8	-18.6	13.1	53.0
Yasuda	92.2	-2.8	9.0	-5.0
Banyu	77.0	12.8	13.7	18.8

\* Not consolidated in and Sept 1998



Source: Daiichi Sankyo

badly dented domestic sales. One surprise was Shionogi, a laggard in internationalisation, which generated unexpectedly high royalty revenues through licensing its drugs overseas. The group said it would be aggressive in generating such income in future.

A number of companies were hit by losses on their securities holdings. Daiichi made a ¥2.5bn write-off, while Chugai posted a securities-related consolidated loss of ¥4.1bn.

However, Chugai achieved a 16 per cent increase in operating profits thanks to cost-cutting - rare in Japan. The group's sales fell 0.3 per cent. Investor interest is now focused on prospects for its US diagnostics subsidiary.

Banyu, in which Merck of the US owns a majority stake, posted better-than-expected pre-tax profits. This was partly due to lower marketing costs and better-than-expected sales of Remicade, an anti-hypertensive. Analysts said the group had also revealed more details of its relationship with its US parent, and in particular the amount it is charged by the

US company for licences and raw materials.

Yamanouchi's fall in sales and profits was mainly due to the end of sales agreements with Novo Nordisk of Denmark and Schering Plough of the US. Eliel, a treatment for senile dementia, had previously accounted for about 2 per cent of turnover, but the ministry of health and welfare decided to suspend sales because it questioned the drug's efficacy.

For the full year, almost all companies predicted lower profits.

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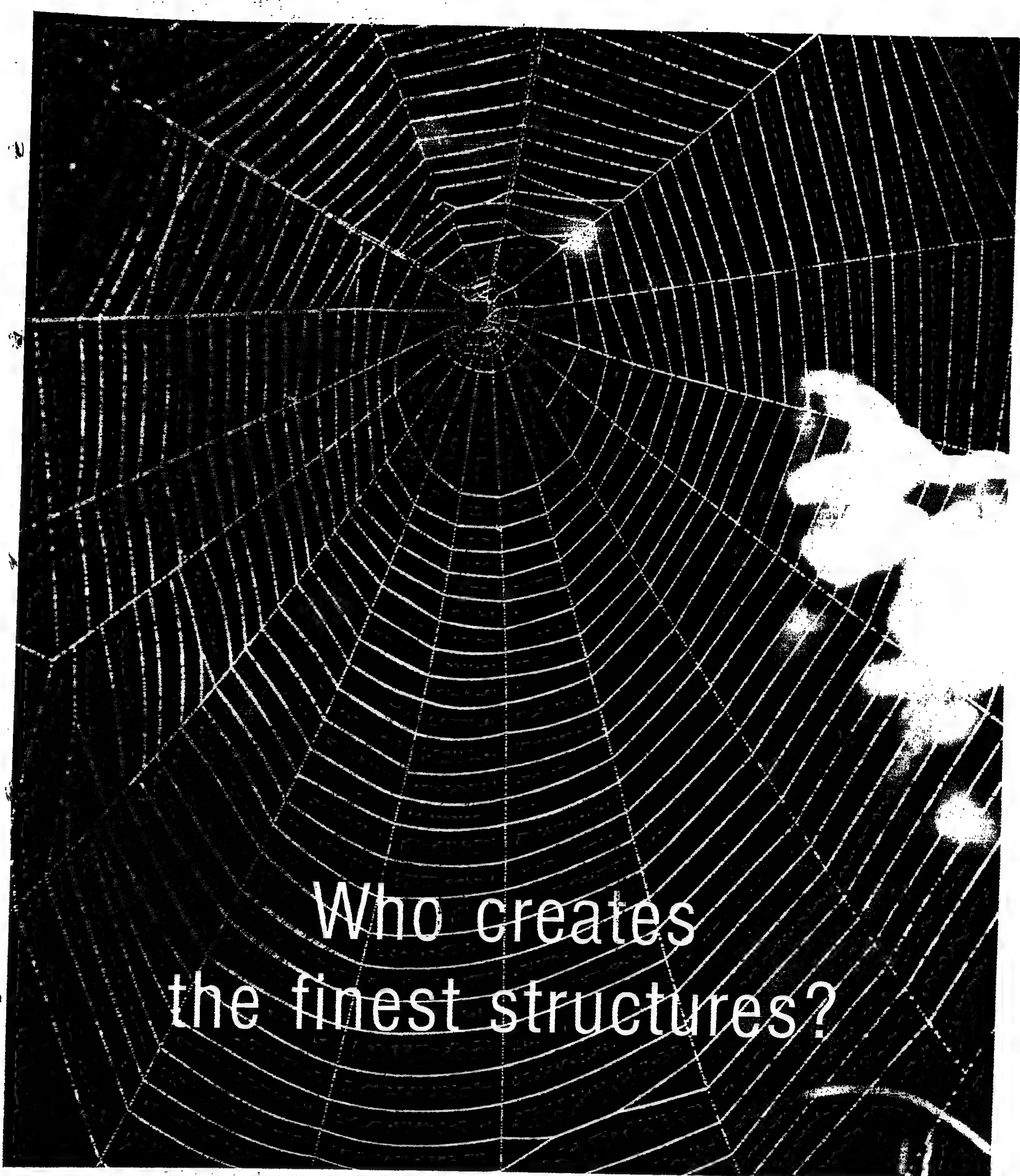
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problem leaves  
banks sitting pretty  
Terry Tassell



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COMPANIES & FINANCE: EUROPE

TELEPHONY CUTS OF UP TO 63% EXPECTED TO HIT PROFITS AS GROUP ALLEGES UNFAIRNESS BY REGULATORS

# Deutsche Telekom slashes its prices

By Frederick Stedman  
in Bonn

Deutsche Telekom, Europe's biggest telecommunications group, unveiled price cuts of up to 63 per cent yesterday, in a move which looks set to dent profits at the partially privatised company.

Ron Sommer, chairman, said the cuts, which must be approved by the regulatory authority before coming into effect on January 1, were a reaction to the approach of regulators, whom he accused of favouring the company's competitors.

He acknowledged the reductions would eat into sales and be painful in the short term. Since market liberalisation at the start of the year, Telekom has lost between 14 and 20 per cent of the long-distance market.

Although the company would not say what impact it expected the cuts would have on profits, the market has already factored in a drop in profits following

Telekom's announcement last month that it would implement tariff cuts.

Analysts yesterday welcomed the cuts, saying that while they would lead to a drop of up to DM1bn (\$596m) in revenue, they indicated Telekom was responding to changing competitive conditions. "It is the right move to secure long-term earnings," said one telecoms analyst.

The shares fell DM3 yesterday to DM44.70.

Yesterday's move comes at a time when Telekom is awaiting regulatory rulings on prices for access to the "last mile" into customers' homes, and on which companies are entitled to preferential interconnection charges - the amount the company collects from competitors using its networks.

Telekom claims Germany's low interconnection charges give competitors an unfair advantage. Mr. Sommer has also alleged repeatedly that access to Telekom's networks granted to

competitors with little infrastructure of their own has created a situation in which a "price war is being carried out on the back of Telekom".

Mobilcom, one of the smaller companies, which has established itself successfully through an aggressive marketing campaign offering cheap calls on lines rented from Telekom, announced yesterday a five-fold rise in pre-tax profits to DM112m. Sales increased from DM504m.

The regulatory authority has come under pressure recently from the new Social Democrat-led government, which appears to be leaning towards Telekom's position.

Werner Müller, the federal economics minister, told parliament yesterday that liberalisation "cannot lead to an imbalance between those companies which invest in their own networks and those who simply use these networks for the carriage of their minutes of conversation".



Ron Sommer: accused regulators of favouring group's competitors

## Esprit targets bandwidth business

By Alan Cane

Esprit Telecom, one of Europe's new alternative operators, is moving into the burgeoning "carriers' carrier" business with the formation of an independent business unit, Esprit Telecom Networks.

The new unit will be responsible for building and selling bandwidth - dedicated transmission capacity - on its pan-European network to other carriers.

The market for bandwidth is growing strongly because of the huge demand for data transmission, principally because of the growth of multimedia and the Internet.

While there is huge telecoms capacity available in Europe, only a proportion is suited to high-speed data transmission.

A customer for bandwidth essentially buys an electronic "pipe" down which any volume of information kind can be transmitted. Customers for transmission minutes, another fast growing market, are buying finite capacity.

Jim Reynolds, Esprit chief operations officer, said he expected the group soon to be deriving about 25 per cent of its revenues from networks. He pointed to contracts the company has with the Internet companies Demon and Internet Network Services as evidence of its expertise in providing high quality bulk transmission of Internet traffic.

The unit will be headed by Peter Mitchell, formerly group finance director for the UK-based cable operator ComTel, a subsidiary of the Dutch KPN group.

The networks subsidiary will be in competition with other carriers' carriers such as Hermes and WorldCom. Although demand for bandwidth is strong, early entrants into the market will be in a powerful position, analysts say.

The new unit already has 16 customers with current contracted revenues of \$20m.

TELECOMS ROM TELECOM SALE

# OTE to fund Romanian buy through bond

By Karin Hope  
in Athens

OTE, the partly privatised Greek telecoms operator, plans to finance the \$675m acquisition of Rom Telecom of Romania through an international bond to be issued early next year.

The Greek operator is meanwhile arranging a bridge loan with a group of Greek and international banks to meet the Romanian government's deadline for payment.

OTE last week beat Telecom Italia, the only other bidder, to buy 35 per cent of Rom Telecom in one of the biggest privatisation deals in eastern Europe this year.

The Greek operator will take over management and will have voting rights over a further 16 per cent of Rom Telecom's equity.

The acquisition, OTE's largest foreign investment to date, marks the company's emergence as a regional operator.

The Greek group already holds a 20 per cent stake in Telekom Srbija, the state-controlled Serbian operator, alongside Telecom Italia's 29 per cent stake. OTE has also acquired 90 per cent of Armentel, the Armenian state operator.

George Chrysosouris, chief executive, said OTE would raise a total of \$700m through a revolving short-term credit facility arranged by National Bank of Greece, with participation by a syndicate of Greek and foreign banks.

"This is an interim step until we feel that markets are ready for the launch of our medium term note programme next year," he said.

The Rom Telecom deal was agreed one week after the Greek government raised \$1.1bn through the sale of a 10 per cent equity stake in

OTE in a secondary offering. About 70 per cent of the offering was placed with international investors, mainly US and European institutions, and the company is reluctant to tap the markets again this year.

Mr Chrysosouris said OTE would start negotiations shortly with the European Bank for Reconstruction and Development, which has shown interest in investing in Rom Telecom.

OTE would offer the EBRD an equity stake of about 10-15 per cent.

GTE, the US telecoms group, which has agreed to supply technology and management support, will have an option to buy an equity stake of 10-15 per cent in Rom Telecom in the next two years.

GTE joined the Greek group in recent weeks following the withdrawal of its US rival, SBC Communications, from the planned OTE consortium.

OTE's aim is to float Rom Telecom on the Bucharest stock exchange within four years.

Mr Chrysosouris said OTE would give priority to developing basic telephone services in the Romanian countryside, "probably through extensive installation of cordphones in rural areas".

OTE plans to invest \$1bn over four years to increase the number of fixed-wire lines from 15 per cent to 25 per cent of the 23m population.

BANKING TROUBLED FRENCH GROUP REACHES PROVISIONAL AGREEMENT ON Pta14bn DISPOSAL

# Lyonnais set to sell Spanish network

By David White in Madrid

Crédit Lyonnais, the troubled French bank, is set to complete the sale of its network in Spain by mid-January following a provisional agreement reached this week with two Spanish savings banks, according to executives close to the talks.

The deal, expected to be worth about Pta14bn (\$96m) in total, is part of a foreign divestment programme by the state-controlled group, under conditions imposed by the European Commission for French government aid.

It involves selling two retail banking networks which Crédit Lyonnais bought in 1980 and 1981 from the Spain's Banco Santander more than Pta50bn.

The two operations, with about 1,300 employees, have sustained combined losses of almost Pta36bn over the past four years. Negotiations for the sale began early this

**Deal is part of a foreign divestment programme by the state-controlled group, under conditions imposed by the European Commission for French government aid**

year and the deal remains subject to due diligence procedures.

Caja Madrid, Spain's second largest savings bank, plans to take over the Barcelona-based subsidiary Banca Jover for between Pta5.2bn

and Pta5.5bn. The purchase will enable Caja Madrid to strengthen its presence in Madrid.

Ranking number 12 among the country's regional savings banks, Caja Duero has up until now operated mainly in the rural Castilla-León and Extremadura regions.

In addition the two purchasers plan jointly to buy Crédit Lyonnais's Iberagences fund management business on a 50-50 basis for between Pta1.2bn and Pta1.4bn.

At the same time, Caja Duero, based in Salamanca, is set to pay about Pta7.5bn for Crédit Lyonnais España, the unit created when the French bank bought Banco Comercial Español, for about Pta7.5bn.

This involves 57 branches spread throughout Spain but with a significant presence in Madrid.

Earlier this year Abbey National followed its example in a deal with the savings bank Caja de Ahorros del Mediterráneo.

Grupo Santander has named Joao Hermida to head its treasury and fixed income department. He replaces Bob Harding, who takes responsibility for projects relating to the launch of the euro.

Its planned withdrawal from retail banking in Spain follows similar moves by two UK groups, National Westminster and Abbey National.

Earlier this year Abbey National followed its example in a deal with the savings bank Caja de Ahorros del Mediterráneo.

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## COMPANIES &amp; FINANCE: THE AMERICAS

OIL GROUP TO REDUCE PRODUCTION AND EXPLORATION STAFF BY MORE THAN 12% IN ATTEMPT TO SLIM COSTS

## Texaco cuts jobs amid squeeze on prices

By Christopher Parkes  
in Los Angeles

Texaco is to cut its oil exploration and production workforce by more than 12 per cent to counter the price squeeze that has slashed energy companies' profits worldwide and led to sharp cuts in capital spending.

The New York-based group, which this week said its capital expenditure this year would be 20 per cent lower than the \$4.6bn bud-

geted, said it would shed 750 employees in the US and 250 overseas, most in the UK.

The lay-offs, equivalent to 5 per cent of the payroll and due to be completed by next March, would be part of an attempt to cut annual costs by \$200m.

The process will include a reorganisation at management level in upstream operations - arranged in geographical groups - to focus instead on key functions: finding reserves,

developing finds and optimising production.

The cuts have been forced by a combination of depressed oil prices - still a third lower than at this point last year - and continued fears of the economic slowdown spreading to the US.

While speculation mounts of an impending wave of mergers to follow the recent Amoco-British Petroleum link, many leading US oil groups are cutting into

their cost base. However, most of the savings are being sought in longer-term projects, by the deferral of drilling and production in newer development areas, while the companies try to improve operational efficiency in existing oil and gas reserves.

According to some estimates, industry-wide spending on exploration and production will fall at least 10 per cent next year. Mobil said on Wednesday

it aimed to save \$500m in annual costs, prune investments and lay off an unspecified number of workers. Unocal, one of the smaller US companies, followed its California-based competitors this week with plans to reduce its outlays by as much as 40 per cent this year. Some jobs were also likely to go.

Chevron, based in San Francisco, said it expected 1998 spending to fall 15 per cent below budget, but made

no forecasts about next year. In Los Angeles, Atlantic Richfield recently announced a \$500m savings plan over the next two years, and 900 associated redundancies. Most of the economies would be found, as in the case of Texaco, in upstream operations.

At Occidental, which is reducing its payroll by almost 300, more than two-thirds of the total job losses will affect its drilling subsidiary.

## Microsoft tangles on the web

By Louise Kahan  
in San Francisco

Microsoft was out to dominate the internet. US government officials charged in May when they filed their landmark antitrust lawsuit against the software industry leader. The company had used illegal tactics to place a "chokehold" on the important new medium, said Janet Reno, US Attorney General.

Six months later, Microsoft has yet to turn a profit on its internet activities. Although the company may now be giving away more browser software than Netscape, its chief competitor in that field, it has had only moderate success with its websites and online services. Far from dominating the new medium, Microsoft faces stiff competition. In the race to become the primary "portal" or gateway to the internet, Yahoo!, America Online

and several other internet companies draw more users than Microsoft's newly designed website. Neither can Microsoft claim clear market leadership in areas of electronic commerce.

In what may be a sign of Microsoft's frustration, Pete Higgins, 40 and vice president of the company's interactive media group, has stepped down from his post for an indefinite period. He would return some time next year, Microsoft officials added.

However, his departure - albeit temporary - comes as Microsoft is attempting yet again to find a formula for success on the internet. The company recently relaunched its online services, reshaping them as a "portal" website that incorporates services previously offered on separate websites. This is the latest of several attempts by Microsoft to

build a viable online business. Over the past few years the company has rejigged its strategy several times and swallowed an estimated \$1bn in losses.

Microsoft's online ventures began with the Microsoft Network (MSN), launched in 1995 as a proprietary online service to compete with America Online and CompuServe. Software to access MSN was included in Windows 95, the PC operating system.

But MSN flopped. Its launch coincided with the first wave of public enthusiasm for the internet and Microsoft was forced to rethink, offering MSN as an internet access service.

Next, Microsoft added television-style shows and channels to its online service, but these failed to catch on and were cut back. Critics said the "channels" were an attempt to turn the internet

into a passive entertainment medium that overlooked the interactive nature of the world wide web.

The new version of MSN, launched in July, is similar in style to leading "portals" such as Yahoo!, Lycos and Excite. It incorporates directory and search services, chat rooms, news, stock market information and shopping as well as Microsoft's Carpoint car buying website and Expedia, a travel site.

But MSN offers little that is not available at its rivals' portal websites. Moreover, Microsoft has entered a race in which its competitors are continually adding new services - often through acquisitions and where profits are still elusive. And in the market for internet access services, Microsoft is still playing catch-up. Jupiter Communications, a market research group, estimates that MSN has fewer than 2m



subscribers compared to more than 13m at America Online. Microsoft has not revealed its membership figures. Far from being the

## Success of Mony float augurs well for those following suit

Group's demutualisation has been closely watched by its rivals, writes John Authers

The US life insurance industry is braced for a rash of sales following the successful flotation this week of Mutual of New York, the oldest life insurer in the US, which will now be known as the Mony Group.

Mony is the 11th largest mutual life insurer in the US, and its initial public offering has been organised swiftly, helped in part by the efforts of its careers sales force in convincing policyholders they should vote for the change in status.

The process was closely watched by a number of other large mutual life insurers that are planning to take the same route.

Three of the four biggest life insurers by assets - Prudential Insurance of America, Metropolitan Life and

Northwestern Mutual - are still mutually held. Six mutual life companies have assets of more than \$500m.

Prudential has already persuaded lawmakers in its home state of New Jersey to change the law so it can become a quoted company, while Boston-based John Hancock Mutual, one of the most profitable in the industry, has already announced a firm intention to demutualise.

Virtually all mutual companies are at least considering some change in status. Many were contemplating the half-way house of becoming "mutual holding companies", where mutual stock is held by a minority quoted subsidiary, but these are growing

unpopular with consumer groups.

The New York state legislature voted down a proposal to allow such companies earlier this year, forcing some of the largest, including Metropolitan Life and New York Life, to consider full demutualisation.

Mony's experience appears to be encouraging for other mutuals thinking of following it. Its projected flotation price was raised significantly by its underwriter, Goldman Sachs, in the past few weeks, and its shares have risen sharply since they began to trade on Wednesday morning.

Prudential, where mutual stock is held by a minority quoted subsidiary, but these are growing

tion, its shares were priced at about 70 per cent of book value. This put it comfortably ahead of Equitable Life, demutualised in 1994 for 82 per cent of book value, but left it still trading at a substantial discount to quoted life companies, which mostly trade at between 1.5 and 2 times book value.

At its current share price, Mony is still priced at less than book value. Under New York state law, no other company can buy a stake of more than 5 per cent within the next five years without the permission of the state insurance commissioner, a political appointee. But it will need to take some radical measures

to assure its independence in the long term.

Analysts estimate its return on equity (roe) at about 6 per cent - roughly half the average for quoted life insurers.

Mutual companies have little incentive to treat roe as a benchmark. According to Michael Cohen of AM Best, the rating agency, "The success of a public company is closely related to its profitability. They concentrate on individual life, which isn't one of the higher return on equity businesses. I suspect that as analysts get a hold on the company and their operations, they aren't going to like what they see as much as people seem to like it this week."

Michael Roth, chief executive, said: "Clearly mutual companies' roe has never been very high and our peer companies have higher returns. Our goal is to utilize the state insurance commissioner, a political appointee. But it will need to take some radical measures

## NEWS DIGEST

## MEDIA

## News Corp blames TV operations for downturn

News Corporation yesterday blamed losses at cable and satellite television operations in Latin America, the US and Australia for an 18 per cent drop to \$196m in first-quarter net profits. Earnings per American depositary receipt of 20 cents fell 40 per cent below analysts' predictions of 34 cents, and were 6 cents lower than a year ago.

Newspapers also reported a drop in operating income, from \$102m to \$87m, although film successes - reported earlier this week in advance of the Fox Group share offering - raised group profits at this level by 10 per cent to \$407m. Book publishing, the smallest division, also showed strong improvement with operating earnings of \$22m against \$13m last time, but other sectors did less well.

Total television earnings were down from \$137m at \$111m, and magazines dipped from \$71m to \$65m. Group operating revenues rose 12 per cent to \$3.2bn. The company said the fall in television earnings was due mainly to losses at the Fox News Channel, a 24-hour cable service available in about one-third of US homes.

Associated businesses reported a deficit of \$23m, against profits of \$47m last time, which News Corp said resulted from the inclusion for the first time of losses at Sky Latin America and investments in joint ventures in the US cable industry. Christopher Parkes, Los Angeles

## ASSET FINANCE

## Sale rumour lifts Newcourt shares

Shares in Newcourt Credit Group, the world's second largest asset finance company, were up almost 9 per cent at mid-session yesterday after an unconfirmed report suggested the firm might put itself up for sale. The company would not comment on the report, but issued a statement saying it did not have material news or information to disclose to the market. Newcourt said it was continuing to pursue a wide range of strategic alternatives further to consolidate and extend its competitive position. The report said the Newcourt has been struggling with the high cost of funding operations after investors turned away from higher risk debt in favour of US Treasury securities. GE Capital, the world's largest asset finance group, and Associates First Capital were seen as possible bidders for Newcourt. Newcourt shares were up \$4.80 to C\$58.50. Scott Morrison, Toronto

## US EQUITIES

## Fund managers 'underperform'

International equity fund managers for US institutional clients underperformed the stock market index for the third quarter by more than one percentage point, according to research published yesterday. The average fund measured by WM, the performance tracking company, fell 15.6 per cent in the three months to the end of September, compared with a decline of 14.2 per cent for the MSCI Europe Australia and Far East Index, a benchmark for non-US global equity exposure.

WM blamed poor stock selection, particularly in Europe, for the failure of the fund managers involved to outperform the index. About a third of the managers involved were based in the US managing assets worth \$17.8bn at September 30 on behalf of US institutions. The returns for the third quarter will be particularly disappointing for active managers which have tended to find it difficult to match the index during periods of strong growth.

However, average returns over the 12 months to September 30 were boosted by an underperformance to the yen and underweighting of the Japanese equity market. The WM average almost matched the MSCI EAFE index over that period with a return of 8.1 per cent compared with 6.2 per cent for the benchmark. Currency exposure in the third quarter also hit returns, largely because of the exposure to the Canadian dollar and losses on hedging during the period. Jane Martinson

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(CUSIP No. 83000ACR) (ISIN No. US83000ACR)

(CISIN No. 83000ACR) (ISIN No. 83000ACR)

Staples, Inc. a Delaware corporation (the "Company"), hereby notifies you that it has elected to redeem on 9 December, 1998 (the "Redemption Date"), pursuant to the provisions of the Indenture dated as of 5 December, 1994 (the "Indenture") between the Company and Monnet Midland Bank, a Trustee, all of its outstanding 4.5% Convertible Subordinated Debentures due 1 October, 2000 (the "Debentures") at a redemption price of US\$1,000 per US\$1,000 principal amount of Debentures, together with accrued and unpaid interest from 1 December, 1998 to the Redemption Date of US\$1.56, for a total of US\$1,001.56 for each US\$1,000 principal amount of Debentures (the "Redemption Price"). The Redemption Price will increase due and payable on the Redemption Date upon surrender of the Debentures, together with the case of Debentures held in bearer form with all coupons representing them maturing, after the Redemption Date, to Monnet Midland Bank, Monnet Midland Bank plc or Banque Internationale à Luxembourg S.A., the conversion agents and paying agents with respect to the Debentures collectively, the "Agents", at the address set forth in the prospectus for the Debentures. Interest on the Debentures will accrue from and after the Redemption Date until the Company shall set forth in the prospectus for the Debentures (the "Prospectus") the date on which the Debentures are to be redeemed by the Company, whether or not they have been surrendered for redemption.

At any time prior to 5:00 p.m., New York City time, on 2 December, 1998, the Debentures may be converted into shares of the Company's Common Stock, US\$1.000 per value per share (the "Common Stock"), upon surrender of the Debentures (together with a properly completed and executed conversion notice) in accordance with the Indenture. Interest on the Debentures held in bearer form with all coupons representing them maturing after the conversion date to the Agent, at the address set forth in the Prospectus. The number of shares of Common Stock to which the Debentures are convertible is determined by dividing the principal amount of the Debentures to be converted by the conversion price of US\$1.000 per share. Based on the foregoing formula, each US\$1,000 aggregate principal amount of Debentures is convertible into 68.17 shares of the Company's Common Stock. Debentures are convertible in whole or in part in any integral multiple of US\$1,000. Cash will be paid in full of any fractional share of the Company's Common Stock upon conversion. If you elect to convert your Debentures into Common Stock, you will not be entitled to receive accrued interest on your Debentures from 1 December, 1998 (the most recent interest payment date). ALL DEBENTURES NOT SURRENDERED FOR CONVERSION INTO COMMON STOCK PRIOR TO 5:00 P.M., NEW YORK CITY TIME ON 2 DECEMBER, 1998, WHEN THE CONVERSION RIGHT EXPIRES, WILL BE DEEMED TO BE REDEEMED BY THE COMPANY ON THE REDEMPTION DATE, WHETHER OR NOT THEY HAVE BEEN SURRENDERED FOR CONVERSION.

If you convert your Debentures into Common Stock, you will receive, as promptly as practicable, stock certificates for the number of shares issuable as a result of your conversion and a check for payment of any fractional share. On 10 November, 1998, the last reported sale price of the Common Stock on the New York National Market, as reported by Nasdaq, was US\$23.19 per share. Based on this price, the market value of each US\$1,000 principal amount of Debentures was US\$23,190. The Redemption Price for each US\$1,000 principal amount of Debentures is US\$1,001.56. So long as the market price of the Common Stock is US\$15.00 per share or greater, if you convert your Debentures you will receive Common Stock with a market value at such time greater than the Redemption Price. You are urged to obtain current market quotations for the Common Stock.

In summary, you have the following three alternatives with respect to your Debentures:

1. Prior to 5:00 p.m., New York City time, on 2 December, 1998, when the conversion right expires, you may convert your Debentures into Common Stock. This alternative is available only if the Agent receives your Debentures, your properly completed and executed conversion notice and (if applicable) any required coupons in compliance with the Indenture prior to 5:00 p.m., New York City time, on 2 December, 1998.
2. You may surrender your Debentures for redemption on the Redemption Date of US\$1,001.56 for each US\$1,000 principal amount of Debentures. All Debentures outstanding on the Redemption Date will be deemed to be redeemed by the Company, whether or not they have been surrendered for redemption. However, you must surrender your Debentures and (if applicable) any required coupons to the Agent on or after the Redemption Date to collect the Redemption Price.
3. You may sell your Debentures in the open market through a securities broker, dealer or otherwise. If you wish to sell your Debentures, you should consult with your own financial adviser regarding the opportunities for and consequences of such a sale.

You are urged to consult with your own financial adviser concerning the tax consequences of a conversion, redemption or sale of your Debentures. Withholding of 31% of gross redemption proceeds of any payment made within the United States is required by the Internal Revenue Code (the "Code"), as amended, unless the paying agent has your correct taxpayer identification number (Social Security or taxpayer identification number) or exemption certificate. United States persons must furnish a properly completed IRS Form W-9 when surrendering your Debentures. Foreign persons must furnish a properly completed IRS Form W-8, Certificate of Foreign Status, when presenting your Debentures.

To convert your Debentures or receive the Redemption Price, you must surrender your Debentures (together with a properly completed and executed conversion notice and (if applicable) any required coupons in compliance with the Indenture) to the Agent as follows:

For Registered Debentures: (By Mail or By Hand) Monnet Midland Bank 140 Broadway 12th Floor New York, NY 10005	For Registered or Bearer Debentures: (By Mail or By Hand) Monnet Midland Bank Monnet House Peggy Street London EC2N 4DA, England
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The method of delivery of the Debentures is at your option and risk. If mail is used, certified or registered mail, properly insured, is recommended. Additional copies of the Notice of Redemption and Termination of Conversion Right may be obtained from Monnet Midland Bank at 140 Broadway, 12th Floor, New York, NY 10005 (Telephone: (212) 212-6531) and from Monnet Midland Bank plc at Monnet House, Peggy Street, London EC2N 4DA, England (Telephone: (44) 171 260 7001).

\*These CUSIP, ISIN and CISIN numbers have been assigned to this issue by the CUSIP Bureau and are included solely for the convenience of the holders of Debentures. Neither the Company, nor the Agent shall be responsible for the selection or use of the CUSIP, ISIN, or CISIN numbers, nor is any representation made as to their correctness on the Debentures or as indicated in any redemption notice.

Dated: 13 November, 1998

## Erste Bank der österreichischen Sparkassen AG

vormals

DIE ERSTE österreichische Spar-Casse-Bank

Aktiengesellschaft

First Austrian Bank

US \$ 50,000,000 Retractable Bonds due 2003

Securities Identification No. 485 710

Announcement to the Bondholders

The next interest period starts December 15, 1998 and ends December 15, 2003. The relevant interest rate for this interest period will be the 3-year US Treasury Bond rate plus 0.75% rounded down to the next 1/8 % and will be determined up to December 11, 1998 at the latest as stated in the Conditions of Issue.

According to § 3 (c) of the Conditions of Issue Bondholders are entitled to call for redemption the normal amount of their bonds as per December 15, 1998. Notice to call the bonds must be received by one of the paying agents listed below by December 4, 1998, at the latest:

Deutsche Bank Aktiengesellschaft, Frankfurt am Main  
Bank Brussel Lambert N.V., Brussels  
Erste Bank der österreichischen Sparkassen AG  
Banque Générale de Luxembourg S.A., Luxembourg

November 1998

Erste Bank der österreichischen Sparkassen AG

## Financial Times Surveys

## Greece

Tuesday December 8

For further information please contact:

Kirsty Saunders in London  
Tel: +44 171 873 4823 Fax: +44 171 873 3204  
email: kirsty.saunders@FT.com

or Alec Kitroff in Athens  
Tel: +30 1 671 3315 Fax: +30 1 674 9372  
email: alec.kitroff@otenet.gr

## FINANCIAL TIMES

No FT, no comment.

## DIE 300,000,000

## COFINOGA

Floating Rate Notes due 2004

For the period from November 15, 1998 to February 15, 1999 the Notes will carry an interest rate of 3.0000% per annum with an interest amount of DEM 9,000 per DEM 10,000 and of DEM 900.04 per DEM 100,000.

The relevant interest payment date will be February 15, 1999.

Agent Bank:

BANQUE PARIBAS

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Fax: +44 171 273 3964



## THE SOUTH AFRICAN BREWERIES LIMITED

(Incorporated in the Republic of South Africa)

Registration No. 99/1002/008

## ABRIDGED INTERIM REPORT

for the six months ended 30 September 1998

## Turnover

Exceeds R15 billion

## Headline earnings per share

Advance by 10%

## Interim dividend per share

Also increases 10%

## Cash flow from operations

16% ahead at R1.8 billion

## Beverage earnings

Strong growth - up 23%

## Total lager beer volumes

Rise 9%

## Group developments

Management is continuing its comprehensive strategic review of SAB's interests and their related financing requirements, as confirmed in the Johannesburg Stock Exchange SENS announcement on 2 September 1998. Shareholders are already aware of the discontinuance of certain diversified interests, and the disposal during the six months of Amrel, Da Gama and Lion Match which realised R1 billion. As part of the strategic review, SAB has been exploring the implications of placing even greater focus on the Group's core interests, and of the restructuring required to obtain a primary listing for its shares on the London Stock Exchange. Final proposals in this regard are not yet complete and shareholders will be informed of the Board's decisions which are expected before the end of December.

## INTERIM DIVIDEND

The Board has declared an interim dividend of 80.0 cents per ordinary share on account of the year ending 31 March 1999, payable on or about 31 December 1998 to ordinary shareholders registered on 27 November 1998 ("the record date").

2 Jan Smuts Avenue Johannesburg 2001 Republic of South Africa

Copies of the Interim Report, which contain full particulars of the dividend will be posted to registered Shareholders and can be obtained from the London Secretaries, JCI (London) Limited, 6 St James's Place, London SW1A 1NP or viewed on the internet at <http://www.sab.co.za>

مكتبة الأصل



TELECOMMUNICATIONS CONTINENTAL EUROPEAN VENTURES LOSING £300M A YEAR

# Disposal of MCI stake fuels BT's growth

By Alan Cane

An exceptional £1.13bn (£1.97bn) from the sale of its stake in MCI boosted British Telecom's profits to £2.6bn, but underlying earnings slipped as the cost of supporting its ambitious European strategy increased. Stripping out the exceptional earnings per share were 16.3p (16.8p) in the half year to September 30. The

company said the decline was entirely because of "planned higher losses in our European ventures and an increased interest charge following the September 1997 special dividend payment". BT is losing about £300m a year on its ventures in continental Europe, most of them still in the start-up phase, and faces heavy demands for capital investment. In the half year, it saw the start of mobile services at Telford in

the Netherlands and Viag Intercom in Germany. The company is still refusing to commit itself to returning the cash from the MCI sale to shareholders either through another special dividend or a share buy-back, but is increasing the interim dividend to 8.1p (7.55p).

Sir Peter Bonfield, BT chief executive, said the proceeds of the MCI sale had been banked, which he believed was the best course in times of acute market turmoil. BT's gearing is 4 per cent.

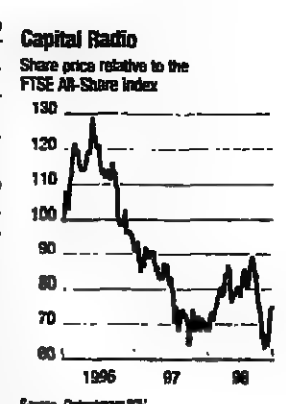
The results for 1997 and 1998 are complicated by the MCI sale and by last year's windfall tax charge of £510m which led to BT's first quarterly loss.

Revenues rose 10 per cent to £2.64bn. Earnings per share, including exceptional gains, were 26.3p (18.9p). Sir Peter said the economy was slowing, but demand for BT's products and services remained strong. "Our trading performance remains healthy," he said.

## COMMENT

### Capital Radio

Advertising on radio used to be the media equivalent of voting Liberal. Tactical. Now, finally, it seems to be emerging as a strategy in its own right. Radio currently accounts for over 5 per cent of display advertising, up from 2 per cent in 1992. Back then, it was first to get lopped off marketing budgets when recession hit. Radio ad spending between 1990-92 collapsed nearly 30 per cent in real terms. The question is whether advertisers are now sufficiently wedded to the medium to stick with it as economic growth slows. The omens are good judging from the growth in Capital Radio's advertising revenues, up 12 per cent.



Capital's results were memorable for another reason. They should remind managements everywhere how much value can be destroyed through diversification. The restaurant acquisition cost £55m two years ago. Since then, the write-down on assets has amounted to £30m, and £9.5m has been lost on the disposal of part of the business. With operating profits at just £2.3m, the return on investment is dismal. Managers with big appetites can be very dangerous.

### Guardian Royal Exchange

Guardian Royal Exchange keeps plugging away at rationalising a set of businesses that resemble a necklace with some unsightly gaps. Its new life/health insurance combination is to be welcomed for pulling a few complementary beads together. While the immediate drivers include the need to cut costs and leverage up the £435m PPP acquisition, PPP lifetime care will be acting in markets with good long-term potential. Individuals are increasingly likely to seek cover for expensive care in their old age, and companies to buy products that minimise sickness costs. The snag is that a Labour government tends not to be good news for private healthcare, and a slowing economy slows sales of life assurance.

Now that this small part of the group has been given some coherence, the management is turning its attention to the much bigger problem of UK general insurance. But without a deal - like the CGU merger or Norwich Union's over-magnified purchase of London & Edinburgh - cost cuts will be more difficult to find. The prospect of group pre-tax profits plummeting by nearly two thirds this year should encourage contemplation of a radical solution.

## GRE plans to strengthen healthcare side

By Andrew Bolger

Guardian Royal Exchange, the UK composite insurer seen as most vulnerable to takeover, said it would relaunch its UK life assurance operation and expand the group's long-term healthcare operations.

With the insurance sector rapidly consolidating through mergers, the group said it wanted its life assurance activity to be fully owned by shareholders, improving its capacity to compete and produce better returns.

GRE's life business in the UK is backed by its £28bn (£15bn) long-term business fund, which allocates 90 per cent of profits to participating policyholders and 10 per cent to shareholders.

Last year GRE strengthened its position in the private medical insurance and long-term care markets by paying £435m for PPP Healthcare, which had a long-term business fund that allocated all profits to shareholders. The group said PPP gave it the opportunity to combine the strengths of the

## PowerGen sets sights overseas

By Andrew Taylor

PowerGen, Britain's third largest generator, is looking to buy electricity companies in Australia and Thailand.

Ed Wallis, chief executive, yesterday said the group still wants to buy a large US electricity company but is finding it difficult to locate the right partner and overcome US ownership restrictions.

He said the group needed first to complete the integration of East Midlands, the UK's third largest electricity supplier, bought last summer for £1.9bn (£3.2bn).

Mr Wallis said "the US remains an important part of our strategy" but difficulties remained over the US Public Utility Holding Company Act which restricts cross-holdings and foreign ownership of domestic power utilities.

Merger talks between PowerGen and Houston Industries of the US broke down earlier this year. PowerGen yesterday reported a rise in group operating profits to £218m (£187m) for the six months to September 27.

Pre-tax profits after £10m of goodwill amortisation rose 22m to £156m.

Mr Wallis said disarray in world economies would

increase acquisition opportunities as countries sold publicly-owned utilities to improve efficiency and encourage investment in new capacity.

The PowerGen chief executive said he expected opportunities to arise in Australia and Thailand where the group already had interests in independent power projects.

UK electricity and gas profits, accounting for more than 80 per cent of total profits, rose 21 per cent to £199m helped by a £20m contribution from East Midlands.

31, does not expect to achieve cost savings from integrating East Midlands until next year. Analysts expect savings to be about £30m a year.

Net debt following the East Midlands purchase rose to £2.48bn (£2.68bn), gearing of 155 per cent.

Earnings per share after goodwill amortisation was 18.6p, compared with a post windfall tax loss of 12.5p a year ago.

The interim dividend is increased to 10p (9p). Turnover rose by 7 per cent to £1.7bn. The shares slipped 18p to 88p.

## M&S works to resolve succession

By Peggy Hollinger

Marks and Spencer's non-executive directors have been canvassing members of the company's divided board in private on their preferences for a successor to Sir Richard Greenbury, the retailer's executive chairman.

Although M&S has remained resolutely silent following news of board divisions over the succession plans, it is understood that Sir Richard has not been present at the interviews.

Directors were meeting yesterday in an attempt to resolve what has become a damaging speculation about the successor to Sir Richard.

A boardroom row broke out last week when it emerged that Peter Salisbury, a 28-year veteran of M&S, was likely to be appointed chief executive when Sir Richard splits his roles to become non-executive chairman, which is expected to happen in May.

Keith Oates, the deputy chairman and once favourite for the job, launched a high-profile campaign to stay in the race which drew Sir Richard back unexpectedly from a business trip in India.

However, his campaign appears to have alienated some non-executives and reduced his chances of getting the job. "The consensus is moving further from Keith," said one person inside the company.

Shareholders yesterday suggested a compromise could be reached with a strong external candidate as non-executive deputy chairman, if Sir Richard remains as non-executive chairman and Mr Salisbury, one of four joint managing directors, becomes chief executive.

"A more powerful influence would be helpful," said one of the company's biggest shareholders.

## The sweet charms of cheating lovers and braving alligators

John Willman on Dr Pepper/Seven Up's plans to build an independent US distribution system to escape the cola bottlers

According to the latest US television advertisements for Dr Pepper, people want the fruit-flavoured carbonated soft drink so much they are willing to make enormous sacrifices.

In one, a young man loses his sweetheart by cheating her out of the last bottle in a drinks dispenser. In another, a love-struck youth sacrifices his life to retrieve two cans from an alligator-infested swamp.

The advertisements are designed to emphasise the attractions of Dr Pepper in comparison with its cola rivals and to encourage people to try it. But they could also be seen as symbolic of the difficulties faced by the manufacturer of the much-desired beverage in supplying consumers with its products - which also include 7 Up, A&W root beer and Schweppes mineral waters.

Dr Pepper/Seven Up, the US soft drinks subsidiary of Cadbury Schweppes, must rely on bottling networks established by its arch-rivals, Coca-Cola and PepsiCo, to distribute more than half its output. Pepsi bottlers, for example, distribute two-thirds of Dr Pepper products and a third of Dr Pepper. The Coke system accounts for more than 40 per cent of Dr Pepper and

Canada Dry sodas. DPSU has no complaints about the service it gets from Coca-Cola Enterprises, the large Coke bottler, and the Pepsi Bottling Group.

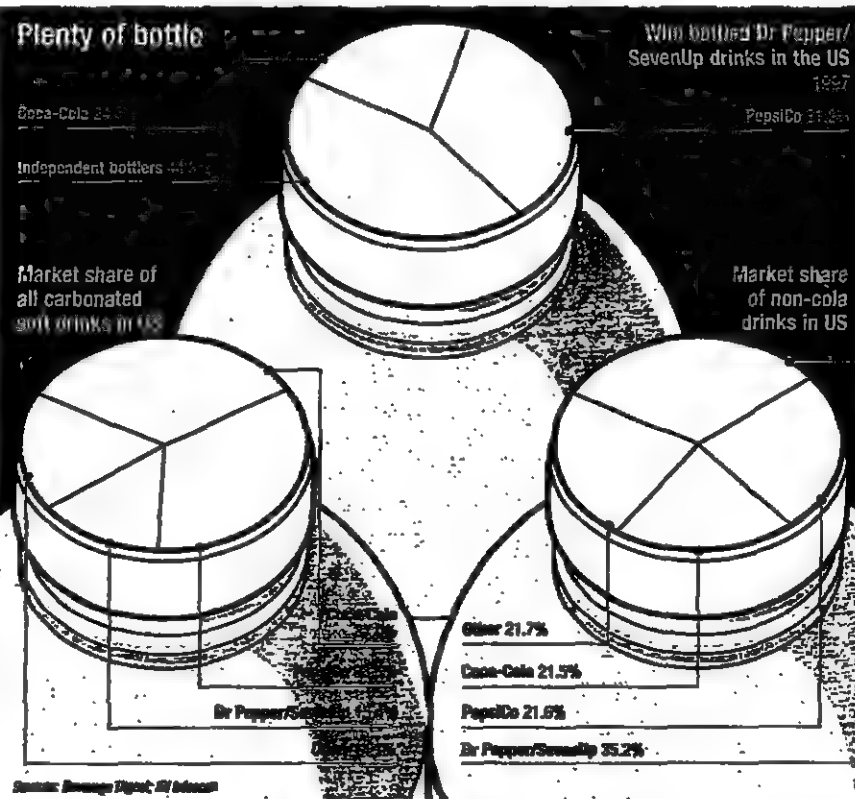
However, the two cola networks have become increasingly picky about what they bottle - refusing to distribute brands they regard as competing with their own products.

John Brock, the chemical engineer from Mississippi who heads Cadbury's global beverages division, says: "Coca-Cola Enterprises and Pepsi Bottling Group, particularly, decided to drop brands like A&W root beer and Sunkist orange soda." Although the "flinch", as Mr Brock calls it, is now over, other brands might be purged in the future if Coke and Pepsi launch their own versions. DPSU now wants to build up an independent distribution system based on the more than 200 bottlers outside the two cola networks which have regional and local franchises for some or all of its brands.

The independents, which now distribute just under 45 per cent of DPSU output, are mostly small family businesses and are not as efficient as the big cola bottlers. Their costs per 288-fluid-ounce case are typically about \$6.60 (£3.97) compared

with \$5.60 for Coke and Pepsi. Cadbury has therefore begun to encourage consolidation among the independents, hoping to match the efficiency of cola systems. This began in May when two mid-western bottlers merged to form American Bottling Company, a Chicago-based group in which Cadbury has a 30 per cent stake.

The two bottlers involved had themselves been formed by merging five smaller franchises. ABC's first move has been to reduce duplication with a plan to close five of its 10 plants without loss of output, with the aim of cutting costs to \$6 a case next year. Additional scale will come from acquiring other DPSU franchises. Last week ABC announced the acquisition of Cotton Club Bottling in Cleveland, Ohio, and is in talks to acquire several others. An early candidate is expected to be the Dr Pepper Bottling Company of Texas, which accounts for more than 10 per cent of DPSU output.



an essential strand in the independent bottling network could pass into Pepsi's hands.

That prospect could force Cadbury to bid for Mr Turner's business - a move that floated off next year. If Mr Turner were to accept, he is thought to be attracted -

David Kappeler, finance director of the UK group, says it could easily finance this from its strong free cash flow.

But the 19p fall in Cadbury shares to 88p on yesterday's news of Pepsi's approach to Mr Turner reflects fears among investors that the UK

group could be sucked into building its own distribution system in the all-important US market.

Dr Pepper drinkers might be persuaded to make sacrifices to buy their favourite news of Pepsi's approach to Mr Turner reflects fears among investors that the UK

## Ladbroke Hilton ahead in quarter

By Charles Pickford

Ladbroke yesterday said its Hilton International hotel chain had increased profits in the third quarter despite a drop in UK occupancy levels.

"There were real signs of softening in London and it is continuing into October as well," the group warned. Revenue per available room - a measure of the average price achieved across the business - rose between 6 and 7 per cent in the UK, compared with the same period a year ago.

However, this represented a slowdown from growth of more than 10 per cent at Hilton International in the first half.

Ladbroke, which owns the Hilton brand outside the US, said part of the slowdown was because of a clampdown on travel budgets by finan-

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Company	Turnover (£m)	Pre-tax profit (£m)	EPS (p)	Dividend (p)	Dividend cover	Total for year	Total for year
Assoc British Eng	6 mths to Sept 30	17.8 (16.1)	0.058 (0.052)	0.01 (0.01)	0.5	Jan 6	0.4
Bank of Ireland	6 mths to Oct 4	26.5 (28.9)	4.01 (2.88)	2.6 (1.9)	0.5	Jan 11	7.1
Bank of Scotland	6 mths to Sept 30	1.9 (1.7)	507.2 (507.2)	75.9 (53.5)	9.2	Jan 11	7.1
BT	6 mths to Sept 30	8,942 (7,847)	2,601 (1,568)	28.3 (8.8)	8.1	Feb 15	23
Caixa Placencia	9 mths to Sept 30	3.11 (1.8)	4.68 (0.052)	0.171 (0.1)	98	Apr 6	9.45
Charterhouse	Yr to Sept 30	126.6 (113.6)	25.76 (12.8)	0.171 (0.1)	98	Apr 6	9.45
Capital Radio	Yr to Sept 30	5.77 (4.33)	2.011 (1.76)	8.411 (0.086)	1.3	Jan 30	1.3
CI Group (TV)	6 mths to Sept 30	5.75 (5.81)	0.447 (0.595)	2.86 (3.63)	1.3	Jan 30	1.3
Danska Business	6 mths to Sept 30	936.7 (1,012)	1.771 (0.438)	0.81 (0.55)	0.8	Jan 30	1.3
Deep-Sea Leasing	6 mths to Aug 31	2.46 (1.53)	0.798 (0.438)	12.73 (5.88)	1.3	Jan 30	1.3
Deutsche Bank	6 mths to Sept 30	24.6 (16.4)	167.4 (85.3)	61.2 (29.4)	4.47 (4.92)	1.5	Apr 8
GEI Ind	6 mths to Sept 30	45 (3.1)	20.4 (14.4)	18.5 (4.8)	1.3	Jan 30	1.3
Genetec	6 mths to Sept 30	12.8 (13.7)	5.6 (5.5)	5.24 (4.8)	1.3	Jan 30	1.3
Groupcorp	6 mths to Sept 30	26.2 (23.3)	1.01 (0.809)	0.32 (0.3)	0.13	Jan 30	1.3
Hanson	6 mths to Sept 30	25.7 (12.8)	1.01 (0.809)	0.32 (0.3)	0.13	Jan 30	1.3
Johns Lyddy	6 mths to Sept 30	180.8 (120.8)	13.3 (8.1)	0.671 (0.53)	1.7	Apr 6	1.5
Lynx	Yr to Sept 30	183.7 (84)	6.14 (7.28)	7 (10)	2.4	Apr 8	2.3
Orford Instruments	6 mths to Sept 30	7.83 (0.015)	0.59 (0.12)	0.791 (1.51)	1.3	Jan 30	1.3
Petrolindia Prop	6 mths to Sept 27	1,385 (1,294)	136 (154)	18.6 (22.5)	1.3	Jan 30	1.3
PowerGen	6 mths to Sept 27	150 (185.8)	6.3 (8.6)	4.1 (2.9)	2.5	Jan 7	2.5
Shawbury Inds	6 mths to Sept 30	354 (282)	200.2 (225.1)	12.31 (14.4)	1.3	Jan 30	1.3
Telewest Comm	9 mths to Sept 30	0.959 (1,707)	1.871 (0.831)	1.88 (0.84)	1.3	Jan 30	1.3
Tyrolit	6 mths to Sept 30	12.7 (13.1)	3.65 (3.26)	10.4 (8.28)	3.85	Jan 4	3.95
Warner Howard	6 mths to Sept 30	3.89 (0.777)	10.4 (8.53)	44.7 (38.1)	1.3	Jan 30	1.3
Young & Co's	6 mths to Sept 26	41.4 (38.5)	3.35 (2.94)	18.1 (14.07)	8.2	Dec 10	7.75







## EURO PRICES

## EQUITIES

## Gulf nerves take Europe lower

By Vincent Boland

European shares closed a shade lower yesterday on a lack of market-sensitive corporate news and growing nervousness over a showdown between the US and Iraq. But they ended above the day's lowest levels after the Dow Jones Industrial Average posted early gains.

Analysts said the overall trading mood was still reasonably positive, but there were worries over whether the recent rally had peaked. They pointed to next week's interest rate decision from

the US Federal Reserve as a key indicator of whether investors are prepared to push prices much higher.

The FTSE Eurotop 300 index fell 1.27 or 0.12 per cent to 1,077.94, although the narrower FTSE Eurotop 100 index managed to eke out a small gain, rising 1.67 points to 2,480.05. The FTSE Eblor 100 index of shares in countries in the first wave of monetary union fell 3.37 to 889.85.

Performances across sectors were mixed, with individual stocks faring better. France Telecom rose Ecu 3.10 to Ecu 60.55 ahead of the sale of another tranche of

shares by the French government. Investor roadshows are underway and bankers report strong interest ahead of the completion of the ECU50th offering.

But Deutsche Telekom dropped Ecu 0.40 to Ecu 23.05 after the company announced price cuts and signalled a price war was shaping up among German telecoms.

Telecom Italia rose Ecu 0.30 to Ecu 6.38 ahead of the appointment of a new chief executive and criticism from Brussels of plans by the new Italian government to raise funds by imposing additional levies on telecoms groups.

Oil was helped as the oil price continued to push higher on rising tensions in the Gulf. BP rose Ecu 0.30 to Ecu 12.82 and Elf Aquitaine was up Ecu 2.40 to Ecu 104.70, but Petrobras was off Ecu 0.70 to Ecu 255.97.

Cap Gemini rose Ecu 5.40 to Ecu 134.93 and Canal Plus jumped Ecu 7 to Ecu 215.47 as selective buying featured in a generally thin Paris market. Engineering stocks were a notably weaker sector, with Mannesmann shedding Ecu 2 to Ecu 82.39, while Michelin shed Ecu 2.80 to Ecu 34.82 after reporting disappointing nine-month figures.

## FTSE Eblor 100

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CURRENCIES & MONEY

# Dollar climbs on rising Iraq tension

MARKETS REPORT  
By Alan Beattie

The dollar pushed higher against most other currencies yesterday after rising tensions over Iraq and disappointment with the Japanese fiscal package made it look a safe bet.

Many market participants sought to explain the dollar's rise against the yen by the chilly reception given to the announcement of the stimulus plan by the Japanese government. The US currency closed in London nearly two per cent higher against the yen at ¥123.9.

But the dollar also appreciated against sterling and the D-Mark. It finished at DM1.688 yesterday compared with DM1.678 on Wednesday, and at \$1.653 against sterling, up from Wednesday's close of \$1.661.

with falls in the Japanese stock market, were seen by some as unduly harsh judgment on the details of the Japanese fiscal stimulus package released yesterday.

The package promised new public works expenditure of ¥10,000bn yen and cuts in personal and corporate taxation totalling several thousand billion more yen. But the market had hoped that there would be cuts in the controversial sales tax, a rise in which from 3 to 5 per cent in April 1997 was widely blamed for smothering a nascent economic recovery.

Some analysts at Japanese banks were quick to point out that the market's reaction - that they had seen it all before - was childish.

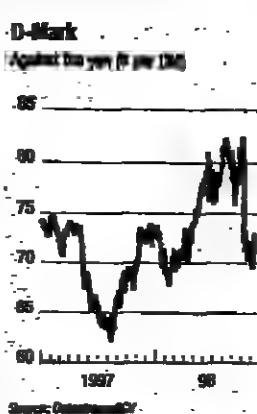
"The market greeted the

package with its usual scepticism," said Paul Chertkow, global currency research head at the Bank of Tokyo-Mitsubishi. "But in fact all the elements for economic restructuring are now in place."

Mr Chertkow said that the package amounted to 3.4 per cent of GDP, and together with the supplementary budget agreed in April and the public money earmarked for banking rescue this meant a fiscal stimulus of nearly 30 per cent of GDP announced this year. "Add to this the most accommodative monetary stance taken by any central bank ever," he said, "and if this package does not work then the economy will have to be restructured."

The sales tax issue could be resolved next week, Mr Chertkow said, after talks between the ruling LDP and its putative Liberal and disident conservative coalition partners.

Gerard Lyons of DBB



International thought that the market's poor reaction to the announcement was evidence that Japanese policy-makers were poor at managing expectations. "Talk of a bigger package raised expectations," he said, "and so the reality came as a disappointment."

After Wednesday's excitement of the inflation report,

starting yesterday consolidated its strength in quieter currency markets yesterday.

Having had time to digest the detail of the report, the market's general conclusion seemed to concur with its original reaction that the comforting report was mildly positive for sterling.

Remarks by Eddie George, governor of the Bank of England, that "happily" sterling had fallen recently, appeared to have no effect on the pound. And expectations of future interest rates were almost unchanged on the day, short sterling future prices barely changing in thin trading.

Though it fell against the

dollar, sterling closed in London at DM2.768 against the D-Mark and ¥204.8 against the yen, strongly up from Wednesday's close of DM2.788 and ¥202.3.

The vexed question of how sterling will be quoted against the euro took another twist yesterday. EBS, the electronic banking company, announced that client pressure would compel it to quote the rate both ways.

The British Bankers' Association has said recently that almost all major market participants have agreed to quote the currency pair with the euro as the first, or "certain", currency, at least in the interbank market.

But Peter Bartko, EBS Chairman, said yesterday that "the more we consult, the less consensus there appears to be. We have no alternative but to quote both ways until a predominant convention emerges."

## OTHER CURRENCIES

Nov 12	Nov 11	Nov 10	Nov 9	Nov 8	Nov 7	Nov 6	Nov 5	Nov 4	Nov 3	Nov 2	Nov 1	Oct 31	Oct 30	Oct 29	Oct 28	Oct 27	Oct 26	Oct 25	Oct 24	Oct 23	Oct 22	Oct 21	Oct 20	Oct 19	Oct 18	Oct 17	Oct 16	Oct 15	Oct 14	Oct 13	Oct 12	Oct 11	Oct 10	Oct 9	Oct 8	Oct 7	Oct 6	Oct 5	Oct 4	Oct 3	Oct 2	Oct 1	Sept 30	Sept 29	Sept 28	Sept 27	Sept 26	Sept 25	Sept 24	Sept 23	Sept 22	Sept 21	Sept 20	Sept 19	Sept 18	Sept 17	Sept 16	Sept 15	Sept 14	Sept 13	Sept 12	Sept 11	Sept 10	Sept 9	Sept 8	Sept 7	Sept 6	Sept 5	Sept 4	Sept 3	Sept 2	Sept 1	Aug 31	Aug 30	Aug 29	Aug 28	Aug 27	Aug 26	Aug 25	Aug 24	Aug 23	Aug 22	Aug 21	Aug 20	Aug 19	Aug 18	Aug 17	Aug 16	Aug 15	Aug 14	Aug 13	Aug 12	Aug 11	Aug 10	Aug 9	Aug 8	Aug 7	Aug 6	Aug 5	Aug 4	Aug 3	Aug 2	Aug 1	July 31	July 30	July 29	July 28	July 27	July 26	July 25	July 24	July 23	July 22	July 21	July 20	July 19	July 18	July 17	July 16	July 15	July 14	July 13	July 12	July 11	July 10	July 9	July 8	July 7	July 6	July 5	July 4	July 3	July 2	July 1	June 30	June 29	June 28	June 27	June 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## COMMODITIES &amp; AGRICULTURE

## TEA BATTLE FOR CONTROL WITH KTDA

## Kenyan plans thwarted by smallholders

By Mark Turner in Nairobi

Plans to entrench Kenya as the world's premier tea exporter well into the next century are running into hurdles as smallholders battle for control with the Kenya Tea Development Authority (KTDA).

The KTDA, which monopolises the small farm sector, says that new plantings and improved husbandry will raise smallholder production to 10m kg of unprocessed tea by 2010, almost a third more than current levels.

In the medium term, it is seeking finance from the European Investment Bank and the Commonwealth Development Authority to build eight new processing factories, which would boost smallholder capacity to almost 300m kg of processed tea.

"The feasibility studies are ready, and even the designs," said Eustace Karanja, KTDA's managing director. "With these eight new factories, we will be able to process 700m kg of green leaves."

Added to large estate production, tea brokers say it is quite feasible that Kenya could be producing more than 500m kg of processed tea annually within five years, of which 90 per cent would be exported.

Even last year, when production was hit by a serious drought, Kenya produced 221m kg and accounted for 17 per cent of world exports. Following the El Niño freak weather system, 1998 production is set to reach 285m kg, and exports are expected to overtake those of Sri Lanka, China and India.

However, after half a decade of criticism by small

farmers about the KTDA's monopoly over development, processing and marketing - with all its potential for abuse - its days as a one-stop-shop are numbered.

A paper being prepared by the Treasury appears likely to give local factory boards far more say over day-to-day management, and the power to bypass the KTDA if they choose.

Without the traditional guarantees of a single authority, foreign investors may prove reluctant to stump up the capital needed for further expansion. "Negotiations are proving more difficult now, as lenders want farmers to participate," said Mr Karanja.

Kiraitu Muriungi, a leading parliamentary exponent of the KTDA, admits there is a contradiction in the smallholders' ambitions.

"We want the KTDA to act as an agent for setting up these new factories, and to give guarantees to investors. That is a good role," he said. "But at the same time we want individual factories to have far more say in the way they are managed. That is a confusion, and we are discussing how to resolve it."

One solution could be to grant the KTDA control for a further transitional period, but with a clear timetable for devolution of its powers.

As they await the outcome of the debate over the KTDA, potential financiers are biding their time.

"We are awaiting anxiously the privatisation of the KTDA," said Robert Ahonke-Lindsay from the CDC in Nairobi. "We need to know how far Kenya will go down the privatisation track before coming to a conclusion."

## Modest increase seen in gold price

## MARKETS REPORT

By Kenneth Gooding and Caroline Fossey

Some traders suggested growing tensions over Iraq pushed the gold price higher yesterday. Most of the gain came after the New York market opened. At the close in London gold was \$295.35 a

troy ounce, up \$2.10 cents from Wednesday's close.

This was a modest percentage rise - less than 1 per cent - and dealers suggested the rally was unlikely to go much further. "We have not seen a significant rally in the gold price on rising military tensions since the end of the cold war," said GNI Research in its daily report.

Hanspeter Hausheer, analyst at SBC Warburg Dillon

Read, said if the US and its allies attacked Iraq the price might move up again.

"I don't think there would be a big reaction, perhaps two or three dollars. Only if there was a risk of disruption to world oil production would there be a bigger reaction," he added.

Oil rose as tensions

increased between the US and Iraq over Saddam Hussein's decision to halt UN arms inspections. The December benchmark contract for Brent blend was \$12.43 a barrel in late trading on London's International Petroleum Exchange, up 32 cents a barrel on Wednesday's close.

Cocoa fell to its lowest

ever on the London International Financial Futures and Options Exchange yesterday.

The December contract dropped 26 to \$971 a tonne before closing at \$973. Coffee slipped in London after New York turned weaker. November closed down \$90 at \$2,035 a tonne on Liffe.

## Caribbean backs bananas despite open market threat

Heavily dependent economies have been told to diversify but growers see efficiency as the way forward, says Canute James

On the mist-shrouded slopes of the Cul-de-Sac valley in north-western St Lucia, there is little doubt about the direction of the economy of the eastern Caribbean island and its neighbours. "Some people in Europe and the United States are saying we should grow fewer bananas, and more of other things," says Edward C. who wants anonymity because he fears the "vicious politics" of bananas.

"But no one can tell us what these other crops should be. Diversity to what? I know how to grow bananas, so do all my fellow farmers here. We do not know how to grow potatoes and tomatoes. And if we tried, who would buy them?"

With the US threatening to impose 100 per cent duties on a range of European products, if Europe does not amend its banana import regime by January 1 next year, producers in the Caribbean, particularly those in the Windward Islands - whose economies are heavily dependent on trade in the fruit - are being told they should diversify.

Less dependence on bananas will cushion the displacement of the eventual loss of a preferential market in Europe which is the lifeline for exporters.

However, Caribbean producers say they are diversifying not by reducing production, but by strengthening other sectors of their economies. They will not produce fewer bananas; they plan to produce more, but to do so more efficiently. "The agriculture sector should diversify away from bananas, but not at the expense of reduced banana production," says Kenny Anthony, prime minister of St Lucia, the Caribbean's biggest producer.

"We are expanding production of other exports, such as cocoa and horticulture. There is no intention of replacing bananas with anything else. There is no word in Caribbean agriculture which has been more abused than diversification."

The island's banana sector is threatened by an open market because production costs are higher than those of the main exporters in Latin America. Caribbean producers incur higher costs because of difficult conditions and climatic hazards, says the Caribbean Banana Exporters Association.

Producers in the islands cannot compete directly on price with "dollar bananas" grown on the large, flat plantations of Latin America, the association says. "In addition, unlike workers on some Latin American plantations, Caribbean workers are paid decent wages."

It also says it is more expensive to ship bananas from the Caribbean "because of the number of port calls necessary and the absence of economies of scale."

Caribbean producers account for 3 per cent of world banana exports and 20 per cent of European Union imports, says the association. Dominica, Grenada, St Lucia and St Vincent depend on banana exports for about 60 per cent of their export earnings.

"We are not inefficient producers," says Bernard Cornibert, chief executive of Windward Islands Banana Development Company. "We are efficient, given the problems of hilly terrain, small farms, poor soil and sometimes bad weather, such as hurricanes."

Windward Islands banana production has fallen by a half since 1991, due mainly to drought and poor prices, which discouraged farmers. The islands have an EU quota of 180,000 tonnes a year but struggled to export 84,390 tonnes last year. Production of 200,000 tonnes will make the industry viable,



Despite higher costs, farmers want to stick to what they know

says Mr Cornibert. "We hope to do this, not by expanding acreage, but by increasing productivity. We have been at this for 50 years. We are still struggling to do this competitively, yet others are suggesting we do something else," he says.

The Windward Islands' banana industry is getting \$65.5m from the EU to help improve productivity and quality. This will help restructure the industry. Drainage and irrigation will be improved, and loans made to farmers for equipment.

There is concern, however, that continuing US attacks on EU import arrangements could destroy their market. Following the WTO's ruling that the EU regime was unfair, EU ministers agreed in June to eliminate a licensing system for imports. But the EU maintained an

import quota on Latin American bananas and a duty-free access quota that benefits Caribbean and other traditional exporters.

"Although it has been found guilty of violating trading rules, Europe is putting forth another regime that as far as we can tell is going to be inconsistent with world trading rules again," says John Hamilton, principal deputy assistant secretary in the Bureau of Western Hemisphere Affairs in the US Department of State.

This does not go down well in Cul-de-Sac. "We have been told that the Americans want to take our market and give it to their big companies in Latin America," says Edward C. "They are pressuring the Europeans who, we believe, will give in soon. Why do they want our children to starve?"

## Volatility forecast for metals markets

By Kenneth Gooding, Mining Correspondent

Demand and prices for metals will be volatile towards the end of next year as consumers attempt to head off millennium boom problems, according to Rudolf Wolff, the commodity trading subsidiary of Noranda, Canada's biggest natural resources group.

Industry worldwide will build stocks before 2000, "switching from just-in-time to just-in-case inventory," Martin Squires, a Wolff analyst, suggests.

The millennium boom refers to problems that are already beginning to arise because older computers are unable to recognise the date change from 1999 to 2000.

Mr Squires says a mining company not completely certain that its mine - or power supplier - is year 2000 compliant would be unlikely to allow employees into potentially dangerous areas.

He suggests the problem can be expected "to exacerbate market volatility during the closing stages of the millennium. After January 2000 there is a high probability that the fall-out from this phenomenon will create a global recession."

Wolff is forecasting that metal markets next year will be "depressed and volatile". For example, it suggests copper for delivery in three months on the London Metal Exchange will average \$1.534 a tonne in 1999, nearly 11 per cent below the \$1.700 average for the first nine months of this year. Three-month aluminium is forecast to average \$1.275 a tonne next year, a 9 per cent fall from the \$1.407 average so far.

Wolff also forecasts an average 1999 zinc price of \$980 a tonne (compared with \$1,071); a lead price of \$480 (\$546); a nickel price of \$4,100 (\$4,334); and a tin price of \$5,000 (\$5,380).

## COMMODITIES PRICES

## BASE METALS

## LONDON METAL EXCHANGE

(Prices from International Metal Trading)

IN ALUMINIUM, 100 TONNES (100 tonnes)

Date: 12/11/98

Close: 1293.4

Previous: 1287.5-8.5

High/Low: 1294.0-8.0

AM Official: 1303.5-1

Karb close: 1303.5-1

Open int: 343,271

Total daily turnover: 720,380

IN ALUMINIUM ALLOY (100 tonnes)

Date: 12/11/98

Close: 1035.105

Previous: 1035.105

High/Low: 1119.18

AM Official: 1139.121

Karb close: 1139.121

Open int: 7,234

Total daily turnover: 2,102

IN LEAD (100 tonnes)

Date: 12/11/98

Close: 487.5-8.5

Previous: 489.5-9.5

High/Low: 492.0-8.0

AM Official: 494.5-8.5

Karb close: 494.5-8.5

Open int: 42,550

Total daily turnover: 8,858

IN ZINC (100 tonnes)

Date: 12/11/98

Close: 4185.00

Previous: 4180.00

High/Low: 4270.00

AM Official: 4270.00

Karb close: 4270.00

Open int: 55,323

Total daily turnover: 17,882

IN TIN (100 tonnes)

Date: 12/11/98

Close: 5485.00

Previous: 5485.00

High/Low: 5475.00

AM Official: 5475.00

Karb close: 5475.00

Open int: 17,572

Total daily turnover: 10,594

IN COPPER, grade A (100 tonnes)

Date: 12/11/98

Close: 1579.00

Previous: 1579.00

High/Low: 1579.00

AM Official: 1579.00

Karb close: 1579.00

Open int: 170,454

Total daily turnover: 31,758

IN LIME, ANhydrous (100 tonnes)

Date: 12/11/98

Close: 157.00

Previous: 157.00

High/Low: 157.00

AM Official: 157.00

Karb close: 157.00

Open int: 1,240

Total daily turnover: 1,240

## PRECIOUS METALS continued

IN GOLD, 100 TONNES (100 tonnes)

Date: 12/11/98

Close: 295.35

Previous: 295.35

High/Low: 295.35

AM Official: 295.35

Karb close: 295.35

Open int: 21,542

Total daily turnover: 38,488,984.97

IN PLATINUM, 100 TONNES (100 tonnes)

Date: 12/11/98

Close: 350.8

Previous: 350.8

High/Low: 350.8

AM Official: 350.8

Karb close: 350.8

Open int: 10,154

Total daily turnover: 1,149

IN PALLADIUM, 100 TONNES (100 tonnes)

Date: 12/11/98

Close: 276.25

Previous: 276.25

High/Low: 276.25

AM Official: 276.25

Karb close: 276.25

Open int: 15,154

Total daily turnover: 81,264

IN SILVER, COMEX (100 tonnes)

Date: 12/11/98

Close: 512.1

Previous: 512.1

High/Low: 512.1

AM Official: 512.1

Karb close: 512.1

Open int: 4,025,407.87

Total daily turnover: 778,182.25

IN NICKEL, COMEX (100 tonnes)

Date: 12/11/98

Close: 512.1

Previous: 512.1

High/Low: 512.1

AM Official: 512.1

Karb close: 512.1

Open int: 4,025,407.87

Total daily turnover: 778,182.25

IN COBALT, COMEX (100 tonnes)

Date: 12/11/98

Close: 512.1

Previous: 512.1

High/Low: 512.1

AM Official: 512.1

Karb close: 512.1

Open int: 4,025,407.87

Total daily turnover: 778,182.25

IN URANIUM, COMEX (100 tonnes)

Date: 12/11/98

Close: 512.1

Previous: 512.1

High/Low: 512.1

AM Official: 512.1

Karb close: 512.1

Open int: 4,025,407.87

Total daily turnover: 778,182.25

IN RUTHENIUM, COMEX (100 tonnes)

Date: 12/11/98

Close: 512.1

## GRAINS AND OIL SEEDS

IN WHEAT, 100 TONNES (100 tonnes)

Date: 12/11/98

Close: 161.0

Previous: 161.0

High/Low: 161.0

AM Official: 161.0

Karb close: 161.0

Open int: 23

Total daily turnover: 62,624

IN CORN, 100 TONNES (100 tonnes)

Date: 12/11/98

Close: 161.0

Previous: 161.0

High/Low: 161.0

AM Official: 161.0

Karb close: 161.0

Open int: 23

Total daily turnover: 62,624

IN SOYBEAN, 100 TONNES (100 tonnes)

Date: 12/11/98

Close: 161.0

Previous: 161.0

High/Low: 161.0

AM Official: 161.0

Karb close: 161.0

Open int: 23

Total daily turnover: 62,624

IN RICE, 100 TONNES (100 tonnes)

Date: 12/11/98

Close: 161.0

Previous: 161.0

High/Low: 161.0

AM Official: 161.0

Karb close: 161.0

Open int: 23

Total daily turnover: 62,624

IN COTTON, 100 TONNES (100 tonnes)

Date: 12/11/98

Close: 161.0

Previous: 161.0

High/Low: 161.0

AM Official: 161.0

Karb close: 161.0

Open int: 23

Total daily turnover: 62,624

IN SUGAR, 100 TONNES (100 tonnes)

Date: 12/11/98

Close: 161.0

Previous: 161.0

High/Low: 161.0

AM Official: 161.0

Karb close: 161.0

Open int: 23

Total daily turnover: 62,624

IN COFFEE, 100 TONNES (100 tonnes)

Date: 12/11



OFFSHORE AND OVERSEAS

BERMUDA (FSA RECOGNISED)

BERMUDA (REGULATED)\*\*

CAYMAN ISLANDS (REGULATED)\*\*

GUERNSEY (FSA RECOGNISED)

GUERNSEY (REGULATED)\*\*

ISLE OF MAN (FSA RECOGNISED)

ISLE OF MAN (REGULATED)\*\*

JERSEY (FSA RECOGNISED)

JERSEY (REGULATED)\*\*

IRELAND (FSA RECOGNISED)

IRELAND (REGULATED)\*\*

IRELAND (FSA RECOGNISED)

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### Available Life (International)

Fund Name	Assets	YTD	1Y	3Y	5Y
Available Life (International)	\$1,234,567	+12.5%	+25.1%	+45.2%	+78.9%
Available Life (International)	\$987,654	+10.1%	+22.3%	+42.1%	+75.4%
Available Life (International)	\$765,432	+8.9%	+20.5%	+40.3%	+72.8%
Available Life (International)	\$543,210	+7.2%	+18.7%	+38.5%	+70.1%
Available Life (International)	\$321,098	+6.5%	+17.9%	+37.8%	+69.3%

### Available Life (International)

Fund Name	Assets	YTD	1Y	3Y	5Y
Available Life (International)	\$210,987	+5.8%	+16.2%	+36.9%	+68.5%
Available Life (International)	\$198,765	+5.1%	+15.4%	+36.1%	+67.7%
Available Life (International)	\$187,654	+4.9%	+14.8%	+35.4%	+66.9%
Available Life (International)	\$176,543	+4.7%	+14.2%	+34.7%	+66.1%
Available Life (International)	\$165,432	+4.5%	+13.6%	+34.0%	+65.3%

### Available Life (International)

Fund Name	Assets	YTD	1Y	3Y	5Y
Available Life (International)	\$154,321	+4.3%	+13.0%	+33.3%	+64.5%
Available Life (International)	\$143,210	+4.1%	+12.4%	+32.6%	+63.7%
Available Life (International)	\$132,109	+3.9%	+11.8%	+31.9%	+62.9%
Available Life (International)	\$121,098	+3.7%	+11.2%	+31.2%	+62.1%
Available Life (International)	\$110,987	+3.5%	+10.6%	+30.5%	+61.3%

### Available Life (International)

Fund Name	Assets	YTD	1Y	3Y	5Y
Available Life (International)	\$99,876	+3.3%	+10.0%	+29.8%	+60.5%
Available Life (International)	\$88,765	+3.1%	+9.4%	+29.1%	+59.7%
Available Life (International)	\$77,654	+2.9%	+8.8%	+28.4%	+58.9%
Available Life (International)	\$66,543	+2.7%	+8.2%	+27.7%	+58.1%
Available Life (International)	\$55,432	+2.5%	+7.6%	+27.0%	+57.3%

### Available Life (International)

Fund Name	Assets	YTD	1Y	3Y	5Y
Available Life (International)	\$44,321	+2.3%	+7.0%	+26.3%	+56.5%
Available Life (International)	\$33,210	+2.1%	+6.4%	+25.6%	+55.7%
Available Life (International)	\$22,109	+1.9%	+5.8%	+24.9%	+54.9%
Available Life (International)	\$11,098	+1.7%	+5.2%	+24.2%	+54.1%
Available Life (International)	\$0,987	+1.5%	+4.6%	+23.5%	+53.3%

### Available Life (International)

Fund Name	Assets	YTD	1Y	3Y	5Y
Available Life (International)	\$0,876	+1.3%	+4.0%	+22.8%	+52.5%
Available Life (International)	\$0,765	+1.1%	+3.4%	+22.1%	+51.7%
Available Life (International)	\$0,654	+0.9%	+2.8%	+21.4%	+50.9%
Available Life (International)	\$0,543	+0.7%	+2.2%	+20.7%	+50.1%
Available Life (International)	\$0,432	+0.5%	+1.6%	+20.0%	+49.3%

### Available Life (International)

Fund Name	Assets	YTD	1Y	3Y	5Y
Available Life (International)	\$0,321	+0.3%	+1.0%	+19.3%	+48.5%
Available Life (International)	\$0,210	+0.1%	+0.4%	+18.6%	+47.7%
Available Life (International)	\$0,109	+0.1%	+0.4%	+17.9%	+46.9%
Available Life (International)	\$0,098	+0.1%	+0.4%	+17.2%	+46.1%
Available Life (International)	\$0,087	+0.1%	+0.4%	+16.5%	+45.3%

### Available Life (International)

Fund Name	Assets	YTD	1Y	3Y	5Y
Available Life (International)	\$0,076	+0.1%	+0.4%	+15.8%	+44.5%
Available Life (International)	\$0,065	+0.1%	+0.4%	+15.1%	+43.7%
Available Life (International)	\$0,054	+0.1%	+0.4%	+14.4%	+42.9%
Available Life (International)	\$0,043	+0.1%	+0.4%	+13.7%	+42.1%
Available Life (International)	\$0,032	+0.1%	+0.4%	+13.0%	+41.3%

### Available Life (International)

Fund Name	Assets	YTD	1Y	3Y	5Y
Available Life (International)	\$0,021	+0.1%	+0.4%	+12.3%	+40.5%
Available Life (International)	\$0,010	+0.1%	+0.4%	+11.6%	+39.7%
Available Life (International)	\$0,009	+0.1%	+0.4%	+10.9%	+38.9%
Available Life (International)	\$0,008	+0.1%	+0.4%	+10.2%	+38.1%
Available Life (International)	\$0,007	+0.1%	+0.4%	+9.5%	+37.3%

### Available Life (International)

Fund Name	Assets	YTD	1Y	3Y	5Y
Available Life (International)	\$0,006	+0.1%	+0.4%	+8.8%	+36.5%
Available Life (International)	\$0,005	+0.1%	+0.4%	+8.1%	+35.7%
Available Life (International)	\$0,004	+0.1%	+0.4%	+7.4%	+34.9%
Available Life (International)	\$0,003	+0.1%	+0.4%	+6.7%	+34.1%
Available Life (International)	\$0,002	+0.1%	+0.4%	+6.0%	+33.3%

### Available Life (International)

Fund Name	Assets	YTD	1Y	3Y	5Y
Available Life (International)	\$0,001	+0.1%	+0.4%	+5.3%	+32.5%
Available Life (International)	\$0,000	+0.1%	+0.4%	+4.6%	+31.7%
Available Life (International)	\$0,000	+0.1%	+0.4%	+3.9%	+30.9%
Available Life (International)	\$0,000	+0.1%	+0.4%	+3.2%	+30.1%
Available Life (International)	\$0,000	+0.1%	+0.4%	+2.5%	+29.3%

### Available Life (International











## LONDON STOCK EXCHANGE

## Gulf fears and profit warnings weaken equities

## MARKET REPORT

By Steve Thompson,  
UK Stock Market Editor

Increasing nervousness about the deteriorating situation in Iraq and another worrying series of profit warnings brought renewed pressure on London's equity market yesterday.

Although there were few signs of substantial selling, the FTSE 100 index was marked down for much of the day, only lifting when Wall Street delivered an encouraging rally.

"Given the international

problems and domestic earnings worries, it is difficult to see the market making much progress from here in the short term, although a rate cut in the US next week, however unlikely, would not doubt entice the buyers back into global markets," said one salesman.

Apart from the profit warnings, which were confined to the smaller stocks, much of the news from blue-chip companies delivered yesterday was viewed as positive.

But some dealers began to get agitated at the trend in currency markets, where

sterling moved higher again yesterday, especially against the D-Mark, with the Bank of England's trade-weighted index finishing 0.4 up at 100.8.

Footsie kicked off the session under light pressure and gradually declined during the morning to hit a session low of 5,402.4 before picking up to finish the day 27.8 down at 5,449.0.

Early trading was given no help by Wednesday's poor performance from Wall Street, which dipped 40 points, or by a disappointing trend on Asian markets where Hong Kong fell 2 per

cent and Tokyo 2.5 per cent. Unlike the leaders, the second-line stocks finished only a shade off the day's lowest levels, burdened not only by the threat of earnings downgrades, but also by the currency factor.

The FTSE 250 settled 27.8 down at 8,454.2 after sliding 33.5 at one point. The small-cap stocks were broadly lower, but the FTSE Small-Cap index held up well in the face of all the profit warnings, closing 3.0 down at 2,085.7.

Activity in London never looked like moving out of first gear, as the institutions

preferred to stand on the sidelines, awaiting developments in the Middle East.

Fears that a US strike against Iraq is increasingly likely unsettled most areas of the market but brought much needed relief to a recently beleaguered oil sector, as crude oil prices moved ahead.

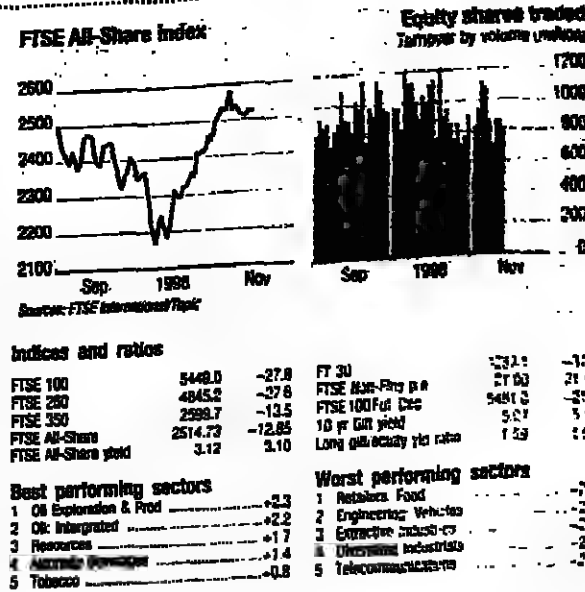
Shell, outpaced recently by BP, was among the best performers in the FTSE 100, while Enterprise and Lasso were prominent in the FTSE 250 stocks.

Of the stocks reporting yesterday, Ladbroke pleased the market with an upbeat

third-quarter trading statement, although profit-takers moved in on BT despite top-of-the-range numbers from the UK's leading telecoms group.

There was evidence that more takeover action might be returning to the market. A hard bid emerged for Heritage Bathrooms, and Wassall was unveiled as the buyer of a large lump of stock in BICC, the cables and heavy electricals group.

Turnover at 8pm reached 814.3m shares, with non-FTSE 100 stocks accounting for about 53 per cent of that figure.



## Concern over Iraq lifts oils

## COMPANIES REPORT

By Peter John, Martin Brice  
and Joel Kibazo

Shell Petroleum and British Petroleum dominated the performance tables yesterday as the effect of political uncertainty on underlying oil prices boosted the shares.

The uncertainty sprang from reports that Iraq's state oil company would halt crude oil exports under the UN oil-for-food programme if independent monitors were withdrawn as a result of the UN military build-up in the Gulf.

Oil contracts only gained 25 cents a barrel and some analysts were sceptical about the Iraqi situation's impact.

One world-weary specialist said: "I can't help feeling we've been here before. It smacks of Grand Old Duke of York syndrome."

John Toulster of SG Securities preferred to dwell on the latest announcement from Shell about restructuring in Europe. "Investors are seeing similarities with BP in 1992 when corporate embarrasment caused by asset write-downs and redundancies resulted in a major share price re-rating," he said.

Other analysts said there

was nothing new in the statement and preferred to wait until the company outlined its strategy on December 14.

Shell rose 11 to 354.4p with 22m shares traded and BP 13.7p to 589.5p on turnover of 18m. Elsewhere in the sector, Enterprise rose 20 to 389p and Lasso 5.4 to 173.5p.

Zeneca advanced 28 to £22.83 after the company announced plans to sell its specialities unit, increasing its focus on pharmaceutical operations.

Analysts welcomed the sale as a move out of a relatively low-margin business and one that would provide

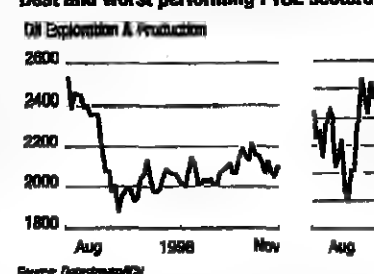
a cash injection. The sale does not include Zeneca's agrochemicals operations, still seen as a growth area. The businesses are expected to fetch around £1.6bn.

The big Footsie automotive stocks came under pressure as their SmallCap cousin Haden MacLellan said it had seen "a clear slowing down in the global automotive industry".

Traders said the news was likely to put pressure on profit forecasts across the automotive sector, where some analysts have pencilled in growth of 10 per cent.

One analyst said: "Most people believed the automotive

## Best and worst performing FTSE sectors



tive market had softened slightly, but not by much. It now looks as if forecasts are too high, and people will be reassessing their numbers."

GKN suffered one of the worst performances in the Footsie, with a fall of 38 to 655p, while LucasVarley, which reached 284p earlier this year and suffered in the wake of the failed attempt by management to move its domicile to the US, was down 3 at 199p. BBA fell 9 to 356p, Haden MacLellan lost almost 28 per cent or 23.4 to 584p.

In the rest of the engineering sector, TI Group followed the market lower, the shares closing 9 off at 344p in modest volumes. There were rumours in the market suggesting the company will publish a trading statement at the end of next week. Specialists suggested that, in the light of the global economic slowdown and recent profit warnings from a number of engineering companies, TI's statement was unlikely to be upbeat.

The stock has underperformed the market by more than 27 per cent since the beginning of the year.

## Ladbroke gains

An upbeat trading statement from gaming and hotels company Ladbroke Group saw the shares advance 8.1 to 281.5p.

Ladbroke said third-quarter profits before tax and exceptional items to the end of September are well ahead of a year earlier.

Cobham saw an up 47.4 to 805p after a bullish presentation to analysts and fund managers. The engineering group was reassuring on its aerospace business and said the printed circuit board market seemed to be improving.

BT fell 35 to 808p as the company announced encouraging half-year results and a 7 per cent dividend rise. However, analysts said the

shares had reached a level where valuations were beginning to appear stretched.

Enersis jumped 42.4 to 842p on hopes of strong figures from the service provider on Thursday.

Telestream fell in early trading but crept back after the company released its 9-month interim figures, closing up a penny at 135p.

Marketing services group WPP dipped 11.4 to 320p, Warburg Dillon Read moving from "buy" to "hold".

A series of profit warnings highlighted the fragility of earnings among smaller companies in the face of economic slowdown in the UK and abroad.

The market's worst performer was branded goods distributor United Overseas, which dropped to its lowest level since it floated last year. The shares fell 40 per cent or 18.2 to 27.4p, having been 122p earlier this year.

The company said it had sacrificed margins to maintain sales in the face of a slowing retail environment.

The second profit warning in two months from Lamont Holdings saw the shares down 12.5 to 48p after recovering to close off 5 at 48p after the textiles group talked of a slowing of carpet sales in the UK. It also appointed as chairman Derek Simpson, who is also chairman of BOC Technologies and Phillips Auction Group.

Bemrose Corporation echoed the tale of falling retail demand as the promotional products company said sales of calendars and diaries were below expectations in the UK and the US. It said its security printing business was performing satisfactorily apart from the Russian lottery ticket contract.

Bemrose announced the resignation of the president of the US business. The shares, which were at 460p earlier this year, fell 80 to 377.4p.

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## FTSE Actuaries Share Indices

Produced in conjunction with the Faculty and Institute of Actuaries

	Nov 12	Nov 11	Nov 10	Nov 9	Nov 8	Nov 7	Nov 6	Nov 5	Nov 4	Nov 3	Nov 2	Nov 1	Nov 0	Nov -1	Nov -2	Nov -3	Nov -4	Nov -5	Nov -6	Nov -7	Nov -8	Nov -9	Nov -10	Nov -11	Nov -12	Nov -13	Nov -14	Nov -15	Nov -16	Nov -17	Nov -18	Nov -19	Nov -20	Nov -21	Nov -22	Nov -23	Nov -24	Nov -25	Nov -26	Nov -27	Nov -28	Nov -29	Nov -30	Nov -31	Nov -32	Nov -33	Nov -34	Nov -35	Nov -36	Nov -37	Nov -38	Nov -39	Nov -40	Nov -41	Nov -42	Nov -43	Nov -44	Nov -45	Nov -46	Nov -47	Nov -48	Nov -49	Nov -50	Nov -51	Nov -52	Nov -53	Nov -54	Nov -55	Nov -56	Nov -57	Nov -58	Nov -59	Nov -60	Nov -61	Nov -62	Nov -63	Nov -64	Nov -65	Nov -66	Nov -67	Nov -68	Nov -69	Nov -70	Nov -71	Nov -72	Nov -73	Nov -74	Nov -75	Nov -76	Nov -77	Nov -78	Nov -79	Nov -80	Nov -81	Nov -82	Nov -83	Nov -84	Nov -85	Nov -86	Nov -87	Nov -88	Nov -89	Nov -90	Nov -91	Nov -92	Nov -93	Nov -94	Nov -95	Nov -96	Nov -97	Nov -98	Nov -99	Nov -100	Nov -101	Nov -102	Nov -103	Nov -104	Nov -105	Nov -106	Nov -107	Nov -108	Nov -109	Nov -110	Nov -111	Nov -112	Nov -113	Nov 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# STOCK MARKETS

## Downbeat day offers investors indigestion

### WORLD OVERVIEW

Equity markets in Asia and Europe faced a diet of disappointments yesterday, spiced with concerns over the growing threat of a US military strike on Iraq in response to President Saddam Hussein's refusal to co-operate with arms inspections, writes Michael Morgan.

Wall Street, when it opened, gave little immediate help. US investors adopted a cautious approach

ahead of next week's Federal Reserve policy meeting, content to mull over key earnings reports and forecasts for clues to the outlook for US interest rates.

Late in the European day, however, the Dow was looking healthier, as were the dollar, a safe haven in time of international tensions, and oil prices.

Tokyo set the downbeat tone for Asia as investors took the view that the government's latest plan to

kick-start its stalled economy was too little, too late. Renewed worries over Thailand's banking sector sent Bangkok sharply lower for a second straight day while Kuala Lumpur and Singapore were among the other big losers.

Wall Street's overnight weakness and Asia's woes set the scene for Europe. Frankfurt was further depressed by disappointment with some of the day's heavy flow of corporate reports

while in Paris, the motor sector was among the biggest losers after Michelin, the tyre maker, tumbled after reporting a fall in third-quarter sales.

By contrast, the oil companies had a good day across Europe, fuelled by the rise in crude prices. Useful gains were booked by Elf and Total in Paris and Royal Dutch/Shell in Amsterdam. Elsewhere, Stockholm was a weak performer, unmoved by news that the Riksbank

had cut deposit and lending rates, which paves the way for a further reduction in the repo rate. The key rate was last trimmed by 25 basis points to 3.85 per cent on November 3.

Lan Harnett at BT Alex Brown offered a word of caution on the outlook for European markets after their near 20 per cent rally from the October low. Although this appeared to have been prompted by US and some European rate cuts, Mr Har-

nett believed that currency weakness explained more of the bounce.

Sector moves, however, suggested that macro-factors played only a modest role, with the big losers from the correction now leading the performance.

"We, therefore, remain suspicious that this is just a bear-market bounce, rather than a bull-market turn," he said. "Only if policy eased in the Euro core could the rally be sustained."

### MARKET FOCUS

## Zurich chases SMI newcomer

The best-performing stock on the blue-chip SMI has only been around for just over a month. Swisscom, the partially privatised Swiss telecoms company, has risen 38 per cent since it started trading on October 5, compared with a mere 5 per cent gain for the SMI.

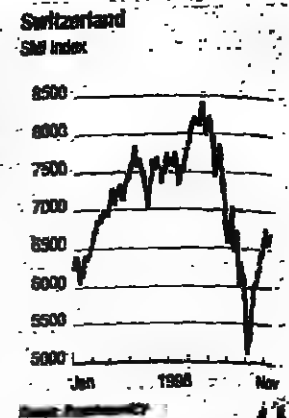
Swisscom's market debut at SFR40 a share came a day before the SMI pulled out of its late-summer nose-dive. While Swiss retail investors generally steered clear of the issue, there was heavy foreign interest in the shares, which were sold at around 13 times estimated 1999 earnings. They jumped 10 per cent on their first day and are now trading at around SFR460, or 16 times next year's earnings.

The Swisscom issue coincided with a low point for the Swiss financial sector. The shares of UBS and Credit Suisse, the big two banks, had shed more than half their value in little over two months following well-publicised problems in Russia, emerging markets and hedge funds.

Since then the Swiss market has rebounded 30 per cent and outperformed most European markets, partly because it had fallen far more heavily than any other since the SMI peaked at 8,412 on July 21. But it also reflects an increasing awareness that Switzerland still boasts some big stocks with considerable defensive attractions.

Nestlé, the world's biggest food company, has risen by a third this year making it the second-best SMI performer, followed by Holderbank, the cement company - up 25 per cent.

While analysts are downgrading engineering groups, such as ABB and Sulzer, and Swatch, the watchmaker, to reflect the slowdown in world growth, Roche and Novartis, the two big pharmaceuticals, account for 40 per cent of the SMI, and



Swisscom SMI index

their profits are accelerating. Mirko Sangiorgio, head of research at Geneva's Pictet & Cie, has cut his forecast 1999 earnings growth from 22 per cent to 19 per cent. Merrill Lynch and BT Alex Brown are forecasting around 18 per cent growth.

Hans Kaufmann of Bank Julius Baer stresses that with Swiss interest rates at all-time lows, the bond market offers little rival attraction. He estimates the market is selling on 16 times earnings for 2000, against its long-term average of 17.8 times.

Meanwhile, the merger of Ciba Specialty Chemicals and Chiantari is another reminder of the speed with which corporate Switzerland is restructuring. The new group is committed to growing 50 per cent faster than world economic growth and wants to please shareholders.

However, there remain two dark spots on the horizon - the euro and the US dollar. If the Swiss franc appreciates sharply against either, the chances are slim that the SMI can rise by another 1,000 points over the next year as some analysts are predicting.

Dr Kaufmann is sticking to his SMI forecast of 7,500 by end-1999, but warns: "The ice is still very thin."

William C. Hill

## Gulf tension puts damper on US shares

### AMERICAS

Wall Street staged a partial recovery from morning lows caused by mounting tensions between the US and Iraq, but the Dow Jones Industrial Average was struggling to hold on to gains in midday trading, writes John Labate in New York.

In early afternoon trading the Dow had gained 13.38 to 8,837.20, while the broader Standard & Poor's 500 index was down 1.79 to 1,119.18. The Nasdaq composite index was off its lows but remained down 2.76 to 1,659.35. Small-company shares slipped as well, sending the Russell 2000 index down 2.07 to 351.40.

"Oil and gold stocks are the main sectors being effected," said Warren Epstein, director of trading at Richard Rosenblatt & Co. in New York.

Exxon and Chevron shares led the Dow higher, with Exxon climbing 4 per cent or \$2 1/2 to \$72 1/2 and Chevron up \$2 1/2 to \$82 1/2.

Chrysler was \$ 1/2 higher at \$7 1/2 as the stock topped the list of most actively traded stocks on the New York Stock Exchange on their final day of trading. From Tuesday, DaimlerChrysler shares will trade on the NYSE.

Specialty retailer Gap rose \$ 1/2 to \$69 1/2 but K-mart fell \$ 1/2 to \$15 1/2 after each company soundly beat analysts' expectations in their quarterly performance results. Seattle-based retailer Nordstrom shot up 7.3 per cent to \$33 after Morgan Stanley raised its rating.

EarthWeb, the internet services company that posted a premium of more than 247 per cent on its offer price on Wednesday, its first day of trading, put in another stellar performance, gaining 44 per cent or \$21 1/2.

### Financials lead fall-back

#### SOUTH AFRICA

South African shares lost ground led by financials, and the overall index fell 0.2 to 1.8 per cent to 5,727.

Financials lost 2.7 per cent, with Investec down 4.40

cents to R194.80 and Nedcor losing 300 cents to R116.40.

The gold index gained 1 per cent thanks to firm bullion. Gold Fields rose 190 cents to R35.90 and AngloGold rose 4 cents to R2.95.

## Tokyo package fails to impress

### ASIA PACIFIC

Disappointment at the government's latest proposals to stimulate the ailing Japanese economy sent TOKYO stocks tumbling, writes Gillian Trill.

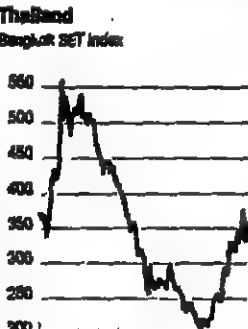
The Nikkei 225 average fell 352.96 or 2.3 per cent to close at 14,075.06, more than wiping away Wednesday's rise. At its best, the index stood at 14,418.08.

The Nikkei 300 closed 3.55 or 1.6 per cent lower at 715.84. The Toxix index of all stocks closed down 15.19 or 1.4 per cent at 1,082.93. In Osaka the near-term December Nikkei index futures contract dropped 360 to close at 14,120.

The market decline partly reflected the release of the ruling Liberal Democratic party's draft ¥18,000bn stimulus package. Before the release, some traders had hoped the package would contain new tax cuts.

In the event there were no significantly new elements, and economists expressed scepticism over whether it would have any lasting impact on the economy.

Some blue chips also suffered sell-offs due to rising concern about the recent weakness of corporate results. Hitachi lost ¥16 to close at ¥661 and Honda



The Nikkei 225 index

Motors lost ¥230 to ¥4,030. After the markets closed Honda posted a 9.4 per cent rise in parent profits in the first half of fiscal 1998.

Bank shares also suffered from profit-taking after recent rallies: Fuji lost ¥27 to close at ¥515, Yasuda Trust ¥9 to ¥140 and volume leader Sakura ¥2 to ¥348.

Volume on the Tokyo Stock Exchange was an estimated 404m, slightly higher than Wednesday's level. Falls outnumbered gains by 778 issues to 361, while 129 were unchanged.

BANGKOK was hit by concerns over the financial health of banks and the country's biggest oil refiner, and the SET index fell 15.32 or 4.3 per cent to 340.94.

A warning by Fitch IBCA,

the credit-rating agency, that most Thai banks fell short of provision requirements, depressed sentiment, while a six-month debt moratorium by Thai OIL hit investor confidence.

Banks tumbled 8.6 per cent, finance stocks lost 5.9 per cent and the property sector fell 5.7 per cent.

SINGAPORE followed other regional markets down in spite of National Wages Council proposals to cut pay. The Straits Times index ended down 28.63 or 2.2 per cent at 1,197.19. More than 300m shares were traded, compared with fewer than 50m on Wednesday. The fall reflected an overnight drop on Wall Street and the weakness of the Singapore dollar.

The NWC's call for a cut in wages of between 5 and 8 per cent and a reduction in employers' pension contributions had been expected.

KUALA LUMPUR ran into heavy profit-taking, which sent the composite index down 15.35 or 2.2 per cent to 460.77.

Against the trend of mostly weaker financials, MBI Capital closed 2 cents higher at 91 cents on news it was in talks with Taiwan's Fubon group for the possible sale of a stake in the Malaysian company's MBI Finance unit.

HONG KONG began firm

but swiftly shifted into reverse as investors cashed in profits, eyeing a weaker Japanese yen and soft regional markets.

The Hang Seng index finished 188.14 or 1.9 per cent lower at 9,945.18 in turnover that eased to HK\$3.5bn.

Index heavyweight HSBC Holdings led the market lower with a HK\$2.50 decline to HK\$179.

China plays slipped lower in tandem with the rest of the market but outperformed blue chips.

The red-chip China Affiliated Corporations Index eased 1 per cent while H shares lost 0.7 per cent on continuing concerns about additional share placements after last week's round of placements by red chips.

First Pacific firmed 35 cents to HK\$3.90 after the company said it was in talks to buy a stake in Philippine Long Distance Telephone.

SYDNEY closed marginally lower as investors took profits. The All Ordinaries index fell by 12.4 or 0.5 per cent to 2,708.20.

Some shareholders in News Corp, the media company, decided to cash in gains made on Wednesday after the initial public offering in New York of the company's Fox Entertainment Group. News Corp ended down 5 cents at A\$11.25.

STOCK MARKET

## Don't let a few records spoil your Christmas.

So here it is... whether you're self employed, a director, a business partner or just have more complicated tax affairs than most, now's the time for you to work out the tax due, or send all your records to your tax adviser.

We must receive your tax return plus any balance of tax due by 31 January 1999, unless we've agreed it will be paid under PAYE.

Complete everything now and all you'll have to worry about at Christmas will be where to hang your stocking.

For help and advice please contact your tax office during business hours or call the Self Assessment helpline on

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HM Revenue Self Assessment - a clearer tax system

\*All calls charged at local rates, 9pm onwards and weekends. Ref: 28/7/98



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RECRUITMENT



RICHARD DONKIN

# Wanted: Superman

A new report suggests tomorrow's CEOs will need to be even more brilliant

Few research projects are guaranteed to make a business school academic happier than one that tries to tease out those qualities most desired among chief executives.

These lists of leadership traits have been trotted out with some regularity in the past few years and there can be few executives who cannot count the qualities they are supposed to possess on their fingers, usually ensuring that words such as "vision" are included in the first three or four.

It was not surprising, therefore, to find the "V" word high up in a new list compiled by London Business School for the Association of Executive Search Consultants. The research looked at chief executives and chief operating officers in 212 companies in 15 European countries to discover whether the characteristics of European chief executives and companies were changing.

The Euro-executive, it seems, will need to be more brilliant than ever in future.

Asked to identify their most important traits, the current bosses listed managing change, vision, adaptability in new situations and achieving targets.

When asked to list the qualities needed in their successors the list grew even bigger, with twice as many traits listed as "extremely important" including international strategic

## The findings focus on the needs of the company, not of the individual

awareness, ability to motivate cross-border teams, sensitivity in different cultures and international experience. Short of wearing their underpants outside their trousers, there seems little that is not expected of these individuals.

Yet something was missing. Some of the headhunters at a meeting of the AESC seminar in

London to discuss the results seemed surprised that entrepreneurship was valued less in successors than in the existing executives.

Why should there be surprise at such findings? Few of the people recruited or promoted to run European companies can be classed as entrepreneurs.

Entrepreneurs often arouse suspicion among potential investors because their ideas tend not to be tried and tested and because their ambitions demand financial risk.

But there is another reason why such qualities might not be admired by chief executives in their successors. People who have built companies are hardly likely to want to the idea that their successor might have alternative plans. Who wants to see their life's work dismantled and rearranged by someone with new ideas?

How many former chief executives, I wonder, look back with some sourness and frustration at the way their company - their legacy - has been changed, particularly if the verdict of the successor is that previous policies were

ill-conceived. No wonder some company heads are loath to let go of the reins.

Headhunters do not like to admit this - at least not within the earshot of clients - but the people they place in companies are only human like the rest of us. This kind of research tends to portray big company executives as almost superhuman and the executives seem to lap it up. The more I see of it the more I think that headhunters have much in common with the tailor of the emperor's new clothes.

Another problem with the findings is that they tend to be focused on the needs of the company rather than the needs of the individuals. The best chief executives, says the study, are internationally mobile. It complains that there are too few of these people. Could this be because chief executives want a life like the rest of us?

What is the joy of jetting around the world if you want to rear a family? Such questions, sadly, are treated with disdain in many companies. If you aren't prepared to walk over broken glass for the job then you can't be worth it.

Such attitudes seemed to prevail in the army when soldiers were not encouraged to question orders. Anyone who has been moved to consider the lessons of the first world war on the 80th anniversary of the armistice might believe that there could be no repetition of the leadership behaviour that

valued territorial gain more than life.

If, however, we accept that the great war generals were not inhuman, but men who were focused on a single aim - to win the war - we can see how a goal, be it corporate or military, can dominate leadership thinking to the exclusion of concerns for the welfare of the individual.

Daniel Goleman reminds us in his latest book, *Working With Emotional Intelligence*, of the draconian cost-cutting by Ronald Allen, the chief executive of Delta Air Lines who was fired last year.

Did Mr Allen display open-mindedness or sensitivity to different cultures when he cut 12,000 jobs, a third of the Delta workforce? Apparently not. Admitting the devastating effects of the cost-cutting, the callousness of his comment "So be it" smacked of some propinquity of a Roman emperor on the defeat of his gladiator. Employees defiantly wore badges bearing his words.

Sometimes we need reminding that there can be a gulf between lists of expectations and reality. Fortunately the LBS research did provide some areas of light relief at the expense, as usual, of UK chief executives.

Not for the first time British bosses found themselves being criticised for their lack of language skills. This time, however, they really excelled themselves. Asked how

many European languages they could speak, several said "none".

"In all honesty they just didn't think of English as European," says Maury Peiperl, an assistant professor at LBS and co-author of the study who explains the response as a "poignant reflection of non-integration".

The British chief executives spoke an average of one and a half languages compared to the Swiss, the most multilingual of the sample, who could speak at least three languages. So where are all those dynamic Swiss bosses of multinationals?

The report did not specify the languages spoken by UK executives but the half language probably refers to their growing proficiency in American-style management jargon where nouns become verbs. A stands for amortise, Z stands for zero-sum game and V can have only one meaning.

As if UK executives were not feeling challenged enough the report has been priced in euros, which is jumping the gun somewhat. When I called the AESC office in Brussels and asked how much this was in sterling they didn't know. "Send us a fax," they said.

*"Chief Executives in the New Europe: Challenges, Shortages, and an Agenda for Change"*, £199, tel 00 33 3 774 9612. AESC web site: [www.aesc.org](http://www.aesc.org)

*richard.donkin@ft.com*



## WORKING BRIEFS

### More UK companies outsource personnel

The extent to which UK companies are contracting out personnel functions such as training, payroll and recruitment is revealed in a survey by MCG Consulting Group, that looks at the human resource outsourcing policies of 143 businesses, each employing more than 150 people.

Personnel looks after recruitment in just 43 per cent of the companies, with 38 per cent expecting it to be undertaken by line management, and 19 per cent having outsourced it completely.

More than half the companies have outsourced their company car provision and 42 per cent have their payroll looked after by contractors. Personnel administered payroll in 39 per cent of sample, the rest left it to the line.

Training is also a minority function for personnel departments. Some 41 companies leave it to personnel, 29 per cent say it is a line job and 30 per cent use outside providers.

"Companies are reluctant to build up their training teams only to see them

dumped during a recession," says Derek Burn, a partner at MCG.

The report, which costs £495, is designed to help companies identify and compare the costs and added value of inhouse personnel management with that provided by outside specialists.

Derek Burn 0171 242 3665

### US job cuts

Some ideas of the transformational changes that are occurring in the US workforce are emerging in regular updates from Challenger Gray & Christmas, the outplacement business which tracks the rate of job-cutting in the US.

After just 10 months, the number of job cuts have exceeded those made in every year of the decade except 1991 and 1993. With 522,987 job cuts recorded to the end of October - including more than 91,000 in that month alone - the number of job losses in 1998 may end up exceeding the 1993 high of 615,000.

Lower job growth, falling consumer confidence, economic problems in Asia and Latin America are all blamed for the increasing fall-out.

John Challenger 001 312 332 5790

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Germany

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GE Capital Services is one of the world's largest and most diversified financial services companies. A group of 30 highly focused niche businesses, 26 based in Europe. With more than 60 years' experience, one of the strongest capital positions worldwide and AAA credit rating, we provide powerful value added services in equipment management, mid-market finance, specialised finance, insurance and fleet financing.

Fleet Services is a leading fleet financing and cost management company with more than 900,000 cars and trucks under lease and service management globally. The European operation started in 1992 with the acquisition of Avis Fleet Services, and now has offices throughout Europe, as well as North America, Australia and Japan.

Consistently seeking growth and added value. Avis Fleet Services is seeking to employ a Risk Manager who will be responsible for the management of the credit underwriting process, the collection process, the establishing of risk systems and the monitoring and reporting for European Headquarters in Brussels and the parent company in the United States. The candidate must be comfortable taking the business forward as a project manager, initiating quality internal projects and representing the German company on Pan-European issues. Preference will be shown to those with experience of asset risk management.

Suitable candidates will have a high level of self motivation, with an international mind set and the confidence to work within this driven group. Educated to degree level with spoken English and German, individuals must

demonstrate a minimum of 5 years' relevant experience of risk management, ideally in the leasing business, combined with strong analytical and communication skills.

GE's commitment to personal growth provides a constant process of development tailored to individual needs. This position offers an exceptional opportunity for a talented and ambitious individual to develop an international career within GE's global environment.

Interested applicants should post, fax or e-mail their CV to Simon Connor-Muir at Robert Walters Associates, 10 Bedford Street, London WC2E 9HE. Fax: (+44) 171 915 8714. E-mail: [simon.connor-muir@robertwalters.com](mailto:simon.connor-muir@robertwalters.com)

For more information please call (+44) 171 915 8851.



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# CORPORATE CREDIT RISK MANAGEMENT GERMANY/AUSTRIA

## FRANKFURT

Our client is one of the world's premier investment banks following its recently completed merger. The result of which has created a market leading organisation in all product areas covered within investment banking, including corporate finance, fixed income and equities.

The Corporate Credit Department in Frankfurt is responsible for the approval of all transactions originated in Germany and Austria, for all product areas. Due to the current and expected increase in business volumes, we now need to expand the team by the addition of a Credit Officer and an Associate. The roles will have the following key responsibilities:

### Credit Officer

- credit responsibility for a designated portfolio of names

- providing approval and recommendations for all transactions relating to the names
- liaising with product and transaction teams in understanding structuring and mitigating credit risk
- credit monitoring of a designated portfolio
- recommending ratings on all allocated counterparties
- investigating client views for due diligence
- liaising with the product and transaction teams

You will be given the opportunity of having individual responsibility within the team and are likely to possess the following skills and experience:

ROBERT WALTERS ASSOCIATES

## EXCELLENT PACKAGE

- a graduate with formal credit training and a minimum of two years' experience for the Associate and five years plus for the Credit Officer

- a broad exposure and knowledge of the different product areas
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If you have the necessary prerequisites please contact Simon Connor-Muir on +44 171 915 8891, or alternatively send your Curriculum Vitae to Robert Walters Associates, 10 Bedford Street, London WC2E 9HE or fax details for his attention on +44 171 915 8714.

E-mail: [simon.connor-muir@robertwalters.com](mailto:simon.connor-muir@robertwalters.com) Web: <http://www.robertwalters.com>

You may also apply via [http://rwa.com/Robert\\_Walters](http://rwa.com/Robert_Walters) quoting reference RW125.



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Devonshire Executive  
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London EC2A 3JX

Telephone: 0171 670 1700  
Fax: 0171 670 1795  
E-mail: [k.hill@devonshire.co.uk](mailto:k.hill@devonshire.co.uk)

Our client is the project finance and PFI/infrastructure division of a major international financial institution. The division provides advisory services, sources projects and forms consortia for bidding on infrastructure and general projects. Their successful team is now seeking a number of talented individuals to join at Manager or Analyst levels.

### Manager

Responsible for leading contract negotiations, working with joint venture partners and managing legal and technical advisors, candidates must have experience of legal documentation and be able to supervise financial modelling. Possessing strong communication skills, candidates will develop an understanding of consortium arrangements and how to manage the various parties. Financial/Banking/Professional training such as an ACA, MBA or ACIB is required. Skills in financial modelling, risk assessment and management along with techniques used in project financing such as DCF, coverage ratios and interest rate hedging are essential.

### Analyst

Supporting the team, candidates will ideally possess a minimum of 1 to 2 years experience in a lending or advisory capacity, together with excellent reporting, modelling and financial skills. This is an ideal position for professionals who wish to further develop their careers in project and infrastructure finance.

Devonshire executive

## ASSET SECURITISATION

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London Based

For further information  
please send your CV  
in the first instance to:  
Deborah Dor,  
Managing Director at  
Devonshire Executive

13 Austin Friars  
London EC2A 3JX

Telephone: 0171 670 1700  
Fax: 0171 670 1795  
E-mail: [d.dor@devonshire.co.uk](mailto:d.dor@devonshire.co.uk)

One of Europe's leading international financial institutions is seeking senior and junior level structurers and managers to join its London securitisation team to enhance their capability in their development of new European business. The team has a successful track record in structuring and placing international securitisations.

### The Roles

- To develop complex and flexible financial models using data supplied by clients.
- To finance structured transactions in the bond and banking markets.
- To prepare presentations to potential clients.
- To assist in all aspects of the execution of transactions across different asset types.

### The Skills

- First class academic background with excellent written and oral communication skills.
- The ability to work effectively within a team environment as well as autonomously taking responsibility for the reliability of work done.
- Willingness to travel extensively within the region.
- Fluency in either Spanish or German is preferred for the senior position.

Candidates must have between one to four years' experience including specific exposure to securitisation and/or conduit transactions. Advanced financial modelling would be deemed preferable as the positions will suit ambitious young capital markets professionals who wish to develop high value financings.

Uniquely positioned, this institution provides a platform for this activity and the structure of the existing team will create opportunities for future career development.

Devonshire executive



**CHIR**



## TREMA

Trema provides strategic technology solutions to the financial industry. Trema's flagship product, Finance KIT, is a fully integrated treasury and asset management system. Trema has several Finance KIT product lines, used by the key players in the financial markets, namely banks, corporate treasuries, investment management firms and central banks in Europe, the Middle East, Africa, Asia and North America. Trema's clients include ABB, Aegon, Anglo American Corporation, British Aerospace, Electrolux, Ericsson, European Central Bank, CIBA Specialty Chemicals, Hoechst, Johnson Controls, South African Reserve Bank, Unilever and Volvo. Founded in 1992, Trema has an international staff of over 170 and has offices in Helsinki, Johannesburg, Sophia Antipolis, Stockholm and Zurich.

In just a couple of years, Trema has become the benchmark provider in Europe of strategic solutions to the financial industry. Currently, we are experiencing a considerable increase in demand for our solutions, especially in the USA, the emerging markets and Asia. To meet this demand and to establish a prominent position in these markets, we are now transforming Trema into a global organization. Fundamental to this is the creation of an Executive Board, responsible for building a worldwide structure for Trema in the next millennium. For this team we are now seeking an

## Executive Director Worldwide Sales

As a member of Trema's Executive Board you have the overall responsibility for the Group's sales. Reporting directly to the CEO, you are in charge of building the global sales team as well as setting up the structure of regional Trema sales organizations, e.g. in the USA. In addition to supervising the direct sales force, you are responsible for establishing alternative distribution channels in co-operation with local partners in selected regions.

Qualified candidates will have both an academic degree and extensive experience in high-level sales/marketing of IT solutions in an international environment. Experience in the financial industry is regarded as an asset. Excellent interpersonal skills and a willingness to travel are essential. Initially, you will be based in one of our European offices, but relocation at a future date may be necessary.

An entrepreneurial spirit and a proven track record in building result-oriented teams are essential. You will work in close co-operation with other members of the Executive Board to build the Trema organization of the next millennium.

### We Offer

An excellent opportunity to work in the frontline of technology and financial markets, demanding international assignments, and a bonus-based compensation package reflecting the skills and experience of the successful candidate.

### How to Apply

Either send a short informal resumé by e-mail to: [recruitment@trema.com](mailto:recruitment@trema.com) or post your application to the address below. The deadline for applications is 30 November, 1998.

### Trema Group

Ms. Mervi Humppl  
1300 Route des Crêtes, Parc de Sophia-Antipolis  
F-06560 Valbonne FRANCE  
For more information, please contact  
Ms. Mervi Humppl tel. +33-4-9238 8100  
(09:00-18:00 CET, 16 November and 23 November only)  
or visit our website at <http://www.trema.com>

## Chief Executive Officer

### Asset Management

Our client is the investment advisory and asset management arm of one of the world's largest banking and financial services organizations. Operating globally, the Group provides a wide range of investment services to institutional, retail and private investors and manages US\$100bn. As a result of our client's continuous growth and development, this exciting role has arisen and created the need to recruit the Chief Executive Officer for the Australian operation. Your objectives will be to:

- Develop and implement the Group's strategic direction locally
- Ensure disciplined and effective operations and technology performance
- Strengthen the strategic partnership with other Group companies further
- Ensure the financial integrity of the region within the context of Group policy

You will be an inspirational manager with 5-8 years' experience in a similar role in the Financial Services sector. A prior experience of the Australian market would be desirable.

Your presence and interpersonal skills will give you instant credibility and will allow you to make a significant contribution to the group's overall success. You will benefit from a stimulating environment in which personal contribution is highly valued and rewarded by excellent opportunities for further career progression.

Interested candidates should write with full CV, quoting current rewards package to Petra Rickmeyer, Financial Services & City Practice, Hoggett Bowers, 28 Essex Street, London WC2R 3AT, Tel: 0171 570 9800, Fax: 0171 353 9824, quoting ref: LPR/20222/FT.

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## Product Manager, Group Investment Services

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Following a comprehensive strategic review of the investment function, innovative new structures, products and processes have been established to deliver consistently superior investment performance to clients. A Product Management Group has been set up which proactively identifies and assesses third party investment products, and the appointee will have particular responsibility for mutual funds across all asset classes on a global basis. He/she will work closely with client relationship managers internally, whilst developing commercial relationships and negotiating with external investment managers. Keeping abreast of developments within the market place will also be key.

Candidates must have a good understanding of mutual funds across a broad range of asset classes. They will have several years' relevant experience gained in a performance measurement consultancy, an international private bank, an IFA or other private client investment organisation. Familiarity with Microcap and other external data sources would be advantageous. Candidates will have well developed communication skills, enthusiasm, initiative and strong analytical skills. An enquiring mind and a team oriented style will also be essential.

This is a unique opportunity to make a significant contribution within a leading international private bank which offers excellent career opportunities.

Please send a full CV in confidence to GKR at the address below, quoting reference number 981051, on both letter and envelope, and including details of current remuneration.



Queensberry House, 3 Old Burlington Street,  
London W1X 1LA  
Tel: 0171 534 0078, Fax: 0171 534 0001,  
E-mail: [london@gkrgroup.com](mailto:london@gkrgroup.com)

## Private Client Portfolio Manager

### City

To apply, please send your full CV, stating salary and quoting reference number FS200533FT to:

Norman Broadbent  
Financial Services Practice  
21-26 Gerrick Hill  
London EC4V 2BX  
Tel: 0171 379 1070  
Fax: 0171 489 0698  
Email: [fs200533@nbi.co.uk](mailto:fs200533@nbi.co.uk)



CAZENOVE  
FUND MANAGEMENT LIMITED

Cazenove Fund Management is a wholly owned subsidiary of Cazenove & Co and manages over £10bn on behalf of pension funds, charities and private clients. As a result of the continued growth and development of its fund management business, the firm now seeks to recruit a talented portfolio manager to join the private client department.

Working as part of a highly professional team dealing directly with private clients, the successful candidate will develop and manage client portfolios on a discretionary basis. Providing a broad range of investment services to clients, he or she will also be involved in the investment process and marketing whilst building strong client relationships and ensuring a consistently high level of service.

Ideal candidates will be professionally qualified private client portfolio managers of graduate calibre with several years' experience of managing client funds. Preferably from a stockbroking, private banking or fund management background, candidates will be self-motivated team players with excellent interpersonal and presentation skills and the stature and presence to win the confidence of high net worth clients.

## M&A Executives and Managers £40 - 100,000 + Bonus

Our client, a league-table-topping European house is looking to strengthen its position further after a highly successful year in Corporate Finance. It operates a genuinely meritocratic structure and is well placed to resist market rumblings of disquiet.

It is seeking outstanding candidates who must possess the following:

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Contact Amanda Lott.

## Corporate Finance - TMT/FIG £35 - 100,000 + Bonus

This rapidly expanding investment house, with a global presence, seeks experienced corporate financiers at both junior and senior levels.

To be considered for this demanding role, you must have:

- At least 18 months M&A experience from an investment bank
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Contact Kathryn Thornton.

16 - 18 New Bridge Street, London EC4V 6HU  
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## Risk Analysis - Credit and Market £28 - 50,000 + Bonus

In both of these positions there is the chance to work for a top tier investment bank in the dynamic and challenging area of risk. Our client requires:

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To join a genuinely forward thinking, market-leading group call today.

Contact Lee Humphrey.

## Equity/Credit Derivative Quants £50 - 100,000 + Bonus

Our clients, two major European houses are currently moving from strength to strength in today's volatile market place. As such they are enjoying healthy and rapid expansion in the above areas and need excellent, bonus-focused candidates who are motivated to better themselves, and the organisation they are in.

To qualify, you will need the following:

- PhD: Maths/Physics/Stats
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Contact Alex Babic.

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Preferred candidates possess previous experience in German equity sales to U.K. accounts, however a background in European equities is welcome. Also important are analytical capabilities coupled with research skills. Interested candidates should be fluent in English and German and work well within a team.

We can offer interaction with a highly motivated team, a competitive compensation package and an attractive and challenging job based in either Frankfurt or London.

Please send your resumé to: Bank Julius Bär (Deutschland) AG, attn. Human Resources, P.O. Box 15 01 52, D-60061 Frankfurt am Main, Germany. For further details please call Tel. +49/69-7 56 96-2 05. All correspondence will be treated in strictest confidence.

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- Oversee management of substantial securities investment portfolio.
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London W1 2 3AP



## Credit and Risk Manager - German markets

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Part of the European corporate team based at our Headquarters in West London, you will report to the Senior Credit Director. This is a highly autonomous role in which you will underwrite European transactions, primarily submitted from our German business. You will provide active support to the country's Credit and Risk Management teams, educating and coaching them in order to enhance credit skills and knowledge. In addition, you will work directly with our "Special Markets Group" underwriting and advising on the structure of large, complex, asset based transactions.



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Fluent in German and English, you will need at least seven years' credit and risk management experience gained in international corporate banking or leasing, ideally with extensive knowledge of the German commercial market. You should be expert in the analysis and interpretation of financial information and be able to apply this expertise to the wider issues connected with such complex transactions. To succeed you will need a flexible approach together with an international mindset and excellent communication skills. You should be capable of remaining productive under pressure in a constantly evolving environment where credibility is critical to your success.

This is an exciting and challenging opportunity where you will find enormous scope to progress your career within a truly global organisation. To apply please write in English (indicating your current salary) to Ruth Almond or Sandra Bohle at C&A Management Consultants, Century House, Priestley Road, Basingstoke, Hants RG24 9RA, England. Tel: (+44) 1256 818811. Alternatively, fax them on (+44) 1256 356694 or via E-mail at [sandra.bohle@com.co.uk](mailto:sandra.bohle@com.co.uk)

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## CLIENT MANAGEMENT, EQUITY AND INVESTMENT BANKING

WestLB Panmure is the Equity/Investment Banking arm of Westdeutsche Landesbank Girozentrale (WestLB) Group, a leading European banking institution and one of the largest in Germany with some DM600 billion of group assets and current ratings of Moody's Aa1, Standard & Poors AA+ and IBCA AAA.

We are seeking to recruit a Director of Equity Client Management, reporting to the Global Head of Equity Sales, to be responsible for account management support, marketing coordination and information management.

The role will involve the coordination of global equity marketing activities, encompassing delivery of equity services and products. The candidate will also be responsible for the generation of market intelligence and client information and ensuring data flow into the global client management system and dissemination to product functions and equity management.

Candidates must have a proven track record in global equity sales distribution. They should also be fluent in English, German and at least one other European language.

Competitive packages including bonus and full benefits are available for the successful candidate.

Please send CV with salary details to:  
Diane Tissera, Personnel Manager.

WestLB Panmure,  
New Broad Street House,  
35 New Broad Street,  
London EC2M 1SQ

WestLB Panmure

## Emerging Markets Equity Fund Manager

Based in Hong Kong Special Administrative Region (SAR). Competitive Package.

HSBC Asset Management is the global investment advisory and fund management business of the HSBC Group, one of the world's largest banking and financial services organisations.

Reporting directly to the Chief Investment Officer, Asia-Pacific, you will play an integral role in the asset allocation and stock selection process with the objective of improving performance as well as successfully formulating and implementing sound investment policies. You will support business development and marketing activities working closely with other investment professionals to ensure the growth of new business. Candidates will be experienced equity fund managers with ideally 3-5 years' Asian markets experience and 7-8 years in the fund management industry. You will be motivated by change and will be currently based in, or have a desire to relocate to, Hong Kong SAR. You will be highly analytical and take a professional approach to managing portfolios, processes and people, thriving on working in a team environment that demands excellent interpersonal and communication skills. With a performance driven approach, you will be committed to developing yourself and our business.

Interested candidates should write with full CV, quoting your current remuneration package, to Susie Baban, Human Resources, 8 Bavis Marks, London EC3A 7DP, fax +44 171 336 5775 or e-mail: [recruitment@hsbc.com](mailto:recruitment@hsbc.com).

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North Bridge, Citicorp Asset Management Ltd

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Philip Bryan, HSBC Securities

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Orlando Jones, Cazenove & Co

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Simon Brown, Barings Securities Limited

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## Sales Directors, Relationship Managers and Service Officers for Off-shore Financial Services.

London, Geneva, Lugano.

Our client, a division of one of the world's leading financial services companies, provides a full range of off-shore investment solutions to medium to high net worth individuals from primarily Europe, Middle East and Africa. Due to expansion, several new opportunities have arisen for Sales Directors, Relationship Managers and Service Officers.

### Sales Directors

London and Geneva

Six figure package

You will be responsible for devising and implementing a sales strategy to achieve significant sales growth for an off-shore centre through a team of Relationship Managers. In addition to 10 years of investment sales experience gained in a world-class consumer financial services organisation, you will have a proven track record in sales leadership, excellent interpersonal skills and a strong sales and customer service orientation.

### Relationship Managers

London, Geneva, Lugano

Up to £50,000/\$fr150,000 + bonus

Supported by a Service Officer, you will be given a portfolio of clients which you will be expected to grow significantly. You will have a minimum of five years' investment sales experience with a proven track record as a client advisor in one of the following market places: Middle East, Greece, Spain, Germany, France, UK and Latin America. Fluency in English and the appropriate language of the market place is essential.

### Service Officers

London, Geneva, Lugano

Up to £30,000/\$fr95,000 + bonus

Reporting to a Relationship Manager, you will be providing the full range of service and support to medium to high net worth individuals from Europe, Middle East and Africa. Fluency in English and either a European language or Arabic, together with excellent interpersonal skills and a strong customer service orientation is essential.

To apply, please send your CV with current salary details, stating preferred location and the position you are applying for, to: Melanie Smith, PRL, 28 Ludgate Hill, London EC4M 7NH. Fax 0171 919 9284.

## Nyenburgh Beheer B.V.

member of the Amsterdam Exchanges, is a young, independent and growing Dutch securities broker and asset manager. Our growth is contingent on the thorough and professional research upon which we base our service for our clients.

To help drive this planned growth we are looking for new colleagues in our department

### Institutional Sales Europe

to be based at our headoffice located in the heart of Amsterdam. He/she will be responsible for developing sales of Dutch securities in other European countries.

The ideal candidate is probably a native of his/her country of specialisation or at least thoroughly familiar with all the specifics to a degree far beyond merely speaking the language. He/she knows and has worked with the relevant people, understands the culture and etiquette and is able to generate important institutional business.

We offer a team-spirited working environment in which employees, most of whom are becoming shareholders, know that they are working towards a common goal.

Please direct your inquiries in complete confidence to Mrs. Ineke Sjollem, +31 20 607 5000, e-mail [isjollem@nyenburgh.nl](mailto:isjollem@nyenburgh.nl) or by mail to Nyenburgh Beheer B.V., Stadhouderskade 14 P-G, NL-1054 ES Amsterdam.

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**ICE SECURITIES LIMITED**  
*Equity Sales - Turkey*

A securities house specialising in Central and Eastern European markets is looking for an equity sales person to increase its market presence in Turkey.

The successful candidate will have at least two years' sales experience of emerging market product sales with a reputable investment house, a proven sales record, and be SFA or equivalent registered. All candidates must possess excellent spoken and written English, and knowledge of any European languages would be an advantage.

**Corporate Finance Emerging Europe**

The group is looking for an individual to augment the current Corporate Finance team.

The successful candidate will have at least two years' experience of the emerging market IPO/M&A/private placement product areas with a reputable investment house, a proven expertise, and be SFA or equivalent registered. All candidates must possess excellent spoken and written English, and knowledge of any European languages is essential.

Both positions are based in London and offer the opportunity of working in an exciting environment as part of a rapidly growing group of companies with offices in London, the USA, Switzerland and Turkey.

To apply, please write in complete confidence enclosing a detailed curriculum vitae to the address below. Agencies need not apply.

ICE Securities Limited  
20 Abchurch Lane, London EC4N 7BS, UK

**Vice President - Sales (South East Asia)**

London Based



BankBoston Global FX is currently engaged on a dynamic programme of growth in its domestic and international operations. That is why we are currently looking to appoint someone with the experience, initiative and ambition to play a valuable part in our developing strategies.

The successful candidate will possess the following skills/knowledge:

At least 4 years' relevant industry experience with a recognised institution possessing a proven track record and portfolio of existing contacts in the S.E.A. FX markets. Fluency in Mandarin/Cantonese will be essential. A high level of English communication skills, both verbal and written will also be required.

In this challenging role you will be expected to liaise with the global branch network and clients providing unique global solutions. You must be able to establish and maintain both existing and prospective client relationships offering thorough knowledge of regional and/or local markets.

A prerequisite for this position is strong computer and mathematical skills and ideally a university degree.

An attractive salary package is offered with full banking benefits. Interested candidates should write with a CV indicating their current remuneration and a daytime telephone number to: Jennie Thom-Davis, Director-Human Resources, BankBoston, 39 Victoria Street, London, SW1H 0ED.

**Gollyhott Trading**

A number of exceptional opportunities have arisen to join a small dynamic commodity trading house. Candidates should be highly motivated team players with strong analytical and communication skills backed by outstanding academic and personal records. For all positions, applicants must have a Masters degree or post-graduate qualification.

The candidates will undertake fundamental research into global currency/bond markets and commodity markets (softs/metals/energies). As well as having strong quantitative and economic skills, including knowledge of econometric and statistical packages, the individuals must be well-read and have a genuine interest in macro-economics, world affairs and financial markets. They should be able to handle and disseminate information, study complex issues and come out with clear proposals for traders. In addition, they will develop and maintain trading systems and economic models.

Positions are also open for individuals to work on the trading desk. One of these will have a strong computer-science background, be proficient in at least one programming language and help develop trading ideas and systems. The ideal candidates will have a sound knowledge of economics and finance, and have the desire to apply their knowledge to the futures and options market. Personality and character is as important as the degree studied with applicants thriving in a competitive and dynamic environment.

The positions carry a competitive salary and a performance-related bonus. Interested applicants should send their CV to Stephen Morris at Gollyhott Trading Limited, 243 Knightsbridge, London SW7 1DN. Fax to 0171 225 1331 or by E-Mail to [stephen@gollyhott.co.uk](mailto:stephen@gollyhott.co.uk).



Exciting career opportunities open up when EATON establishes its new European Headquarters at the Gateway to Europe, Amsterdam. If you are a professional in the area of Finance you are now challenged to contribute to our corporate growth goal. A goal as ambitious as feasible.

**Internal Auditor**

The primary responsibility of this role is to ensure that operating units are performing efficiently and in accordance with EATON guidelines. To achieve this you will review processes and recommend improvements whilst ensuring that they are implemented and adhered to. You will also be involved in a variety of ad hoc projects. To succeed in this role, you will have at least 3 years' experience in internal or external auditing within a multinational, blue chip environment. You will also possess a real desire to add value to the business and the ability to take full advantage of the challenges this international opportunity has to offer. This role involves an element of worldwide travel.

**Financial Analyst**

Within this role you will provide statutory and financial management information to support

**\$10 billion in 2000**

Eaton Corporation is a global manufacturer of highly engineered products that serve industrial, vehicle, construction, agricultural and marine markets. Principal products include electrical power distribution and control equipment, truck drivetrain systems, engine components, hydraulic products, ion implanters and a wide variety of services. Headquarters in Cleveland (Ohio, USA) the company has 49,000 employees and 150 manufacturing sites in 25 countries around the world. Sales for 1997 were \$7.6 billion.

Eaton now aims to become a \$10 billion company by the year 2000. The new European Headquarters at Schiphol will play a vital role in this expansion, supporting operating units in Europe, the Middle East and Africa.

**New Roles**

Establishing our European Headquarters also means building new teams. As of March 1998 we will be operating out of our new headquarters. The construction works on our premises are well under way and already many of our staff are working out of The Netherlands. Many more are to follow soon. The positions described here, are part of the new team building. The positions require a powerful c.v. and excellent control of two or three European languages. The language spoken at Headquarters will be English.

the European Headquarters and operating units throughout the Netherlands. This will include an extensive range of financial responsibilities together with varied ad hoc projects. The successful candidate will have at least 3 years' experience gained within an international financial reporting environment and knowledge of the Dutch accounting system as well as US GAAP.

**Information & orientation**

Information is also available on the special EATON page of the website of FSS ([www.fss.co.uk/eaton](http://www.fss.co.uk/eaton)). Eaton's consultants in recruitment, search & selection, who will be handling the first contacts.



For more specific information you may contact Richard Morris at FSS in London, phone 00 44 1753 621885. Send your written application - with c.v. - in English to Richard Morris, FSS Group, Paragon House, 102 High Street, Eton, Berkshire SL4 6AF UK.

**The Peace Technology Fund  
Chief Executive Officer**

The Peace Technology Fund (PTF) has been initiated by the Peace Center for Peace, and the International Finance Corporation (IFC) for investments in Palestinian projects that meet the business objectives of the Fund. The first closing took place in US\$50M. The funds were raised from both the Palestinian and Israeli business sectors as well as the IFC.

The Fund will encourage joint ventures between Palestinian companies and international and Israeli companies and will provide a vehicle for investors to take advantage of the growing Palestinian economy at the earliest stage.

The management company of the Fund, comprised of Palestinian & Israeli investment groups, together with the IFC, are seeking a Chief Executive who can successfully manage the Management Company. He/she will report to the Board of Directors of the Management Company.

The ideal candidate will have:

- An advanced degree in Business Administration.
- Over 10 years experience in private sector development.
- Strong management skills with a proven track record of success in private equity investments.
- First class people management and communication skills.
- Political understanding of the region.

The ideal candidate will be based or relocate to the region. The office of the Management Company is in Ramallah. If your background, experience and competencies match the given specifications, please send in your application letter and detailed CV giving full career details including current salary to:

International Capital Advisors (ICA)  
POB 1167  
Ramallah  
Fax: 972-2-2968752  
or  
Evergreen Management  
90 Rothschild Blvd., Tel Aviv 65234  
Fax: 972-3-7108210  
email: [Oncerman@evergreen.co.il](mailto:Oncerman@evergreen.co.il)

Raiffeisen Kapitalanlage GmbH, a wholly-owned subsidiary of the Raiffeisen Banking Group, is seeking a

**Fund Manager**

to support the Global Fixed Income team.

Raiffeisen KAC is Austria's premier Investment Management Company with its headquarters in Vienna. We are market leader in terms of total volume of funds under management and stand for high product and service quality. Our relations with the institutional investor base are particularly strong.

Your responsibilities will include management of global fixed income funds, development of investment strategies and active participation in the team's asset allocation decisions.

Candidates should have several years experience in global fixed income markets (e.g. as fund manager or fixed income analyst) and be able to work successfully as part of a team. A university degree, preferably in economics, strong analytical skills as well as excellent spoken and written German are required.

We offer attractive conditions of employment and a safe, yet young and dynamic work environment.

Please send your full CV in German with covering letter (stating salary requirement and date of availability) to Mrs. Kellner, Raiffeisen Kapitalanlage GmbH, A-1030 Wien, Am Stadtpark 9.

For more information please call 0043/1/77707-3200.



**ACCOUNTANCY APPOINTMENTS**

**If you excel**

**Bring your Experience to an Industry World Leader**

**About Us** Siebe is one of Britain's largest electronics and engineering groups, incorporating over 200 companies worldwide and employing 55,000 people. The Group designs and manufactures process automation and building control systems, a broad range of controls for automotive, appliance and residential applications, electronic power controls and engineered factory automation equipment.

**The Role** Internal Audit assumes a high profile role and we are looking for dynamic, qualified ACA's-or equivalent, to join an expanding Internal Audit team with excellent long term career prospects within the Siebe Group. This exciting role offers extensive international travel. Specific responsibilities include:

- Review procedures, systems and reporting controls against Group standards and policies
- Identification of cost savings and efficiency improvements
- Agreement of action plans with Senior Executives
- Assistance in due diligence projects

**The Person** Candidates, both UK and overseas based, will need to have 2 years PQE in a manufacturing environment, fluency in a second language, strong analytical and excellent communication skills.

Interested candidates should write with full CV, quoting current rewards package to Karen Wilson, Haggell Bowers, 28 Essex Street, London WC2R 3AT, Tel. 0171 970 9600, Fax 0171 936 3974, quoting reference 19454

**Internal Audit Executives.**  
Package. To £ 42K + benefits + Car



**Head of Finance  
Automotive**

**Excellent Package**

**Hertfordshire**

**Superb opportunity for experienced finance professional to join executive team of UK brand leader.**

**THE COMPANY**

- ◆ World-leading Japanese manufacturer of automotive components. Operates worldwide. £1bn turnover.
- ◆ £40m turnover, profitable, autonomous, UK operation. Covers sales and distribution to OEM's and aftermarket. 45% market share. Recent relocation to brand new HQ.
- ◆ Success built on commitment to customer service, innovation and team work. Financial input critical to business performance.

**THE POSITION**

- ◆ Full responsibility for finance function. Key member of management team. Lead and develop small department. Report to Japanese MD.
- ◆ Ensure that financial accounting meets all statutory, management and external reporting requirements. Manage treasury issues. Evaluate and improve existing systems.

- ◆ Liaise with auditors, banks, insurers and other external advisers. Influence company's strategic direction.
- ◆ Graduate, qualified accountant. Minimum 5 years' PQE with significant business and management experience.
- ◆ Proven track record of improving financial management at strategic and operational levels. Strong technical and systems ability. Understanding of Japanese business culture useful.
- ◆ Team orientated and professional. Hands-on approach yet able to delegate. Results driven, disciplined and able to communicate at all levels.

Please send full cv, stating salary, ref TY200744, to NBS, 7 Shaftesbury Court, Chalvey Park, Slough SL1 2ER

Fax 01753 819228 Email [nicholasw@nbs-selection.co.uk](mailto:nicholasw@nbs-selection.co.uk) Tel 01753 819227

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## Financial Director

North West to £55,000 + Car + Bonus + Relocation

Our client is a highly regarded customer service business which is currently an autonomous subsidiary of a major UK plc. Their key principles of 'quality of product' and 'quality of customer service' have led to impressive growth over the last five years.

The company is currently undergoing a Management Buy Out and this is an ideal opportunity for a dynamic Financial Director to help the management team upon completion to build the business further over the coming years. The Financial Director will play a key role in the following areas:

- ◆ Strategic development.
- ◆ Improving performance measurement.
- ◆ Improving operational performance, profitability and cash flow.
- ◆ Consumer debt finance.
- ◆ Liaison with financiers.

They will work closely with the Sales and

Marketing and Operations Directors on continuing the company's desire to be the UK's most profitable business in the sector.

They require a dynamic qualified finance professional with at least four years post qualification experience. Ideally the successful candidate will have had experience in a customer facing business within either the service or manufacturing industry. They must be able to demonstrate the ability to manage change and think laterally making a full proactive contribution to board decisions. Good staff management and communication skills will be essential and a strength of character will be important to drive the business forward with the MBO team.

Interested candidates should send their CV and salary details to David Gunning ACA, Regional Manager at Michael Page Finance, Clarendon House, 81 Mosley Street, Manchester M2 3LQ. Alternatively, fax a copy to 0161 236 8059 quoting reference number 467001 or e-mail: davidgunning@michaelpage.com

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## Director of UK Business Services

North West c £50,000 + Car + Bonus + Relocation

Our client is a major multinational manufacturer, supplying a range of advanced technology, engineering and chemical products. It is continually at the leading edge of worldwide manufacturing initiatives and is growing both organically and by acquisition.

An experienced finance professional is required to head up the shared business services function for the multi-site UK operations with a turnover exceeding £400 million.

The key responsibilities will be:

- ◆ Management of a department of 20 staff.
- ◆ Development of the relationship between the function and operations management.
- ◆ Support the integration of acquisitions into the business processes.
- ◆ Develop financial management systems and help move the business towards the introduction of SAP.

- ◆ Support process improvements within the UK and further promote the development of shared services.
- ◆ Drive total quality initiatives through a number of key projects.
- ◆ Budgeting, forecasting and reporting on departmental costs and improving efficiency/cost effectiveness of the function.

The successful candidate will be a qualified accountant with at least eight years post qualification experience. Key attributes will be positive leadership, good technical knowledge, a good strength of character, maturity, a down-to-earth nature and an ability to sell ideas for improvement.

Interested candidates should send their CV together with details of salary package to David Gunning ACA, Regional Manager at Michael Page Finance, Clarendon House, 81 Mosley Street, Manchester M2 3LQ. Alternatively, fax 0161 236 8059, quoting ref 467000. e-mail: davidgunning@michaelpage.com

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## Financial Controller

Outstanding opportunity in a leading investment bank

City to £85,000 Cash Package + Benefits

Our client is a global investment bank providing a complete range of financial services. They now seek to appoint a high calibre Financial Controller to focus and redefine the finance team and take responsibility for its growth.

He/she will be leading a team responsible for all aspects of:

- ◆ Financial reporting.
- ◆ Management accounting.
- ◆ Management Information.
- ◆ Budgeting.
- ◆ Financial and systems controls.

In addition, the Financial Controller will take a leading role in substantial ongoing systems upgrades and the streamlining of

processes and controls. For the right individual, this will provide a high profile opportunity to drive through significant change and lead the future development of management information.

Candidates will be graduate professionally qualified accountants with a minimum of five years banking experience and strong systems skills. They will be dedicated, hands-on professionals and first class communicators with the ability to build strong relationships both internally and externally.

Interested applicants should write to Sarah Hunt at Michael Page City, 50 Cannon Street, London EC4N 6JJ, telephone 0171 269 1846, fax 0171 329 3426 quoting reference 61885 or e-mail: sarahhunt@michaelpage.com

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## Financial Planning & Analysis Manager

Central London

£45,000 + Car + Benefits

Our client is an autonomous operating division of a FTSE 100 media company. A leading publishing group, it is supported by a globally renowned brand name. They boast an ambitious five year plan that will see turnover increase significantly through a combination of acquisition and organic growth.

Reporting to the Finance Director, the role will support a new and dynamic management team through a period of significant change and high profile investment. It will demand the ability to identify, prioritise and analyse the essential reporting and project assignments whilst defining appropriate procedural and systems solutions.

Key responsibilities of this demanding, commercial role will include:

- ◆ Budgeting, forecasting and analysis of company performance on a timely and appropriate basis.
- ◆ Management, development and motivation of the financial planning team.

- ◆ Defining the framework of KPIs and liaison with line managers to monitor and comment on performance.
- ◆ Financial appraisal of projects and assisting with the evaluation and integration planning for potential acquisitions.

The role will require a qualified accountant with at least two years PQE. Practical exposure in the areas mentioned above would be highly valued, although the potential and quality of the applicant is paramount. The individual should possess a strong academic record and be able to demonstrate a track record of achievement that suggests they will be potential Directors of the future.

Interested applicants should apply in writing to Guy Stacey at Michael Page Finance, Page House, 39-41 Parker Street, London WC2B 5LN, quoting reference 463947. Telephone 0171 269 2259 or fax 0171 242 1020. e-mail: guystacey@michaelpage.com

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*the Institute of Management*

## Director of Finance

The Institute of Management promotes the development of management skills and qualifications in the United Kingdom and is primarily concerned with supporting individual members committed to effective management in all spheres of activity. The Institute is currently undergoing a process of cultural and structural change to ensure that it serves the needs of its 84,000 members and those of the wider management community, both now and in the future.

Corby

c £60,000 + Car + Relocation

Reporting to the Director General, the Director of Finance will play a critical role in the continued success of the Institute. As a key agent of change, the incumbent will be responsible for ensuring the adoption of best business practice in all areas of accounting, information systems, human resources and facilities management. Specific responsibilities include:

- ◆ Developing and implementing the Institute's financial strategy, in addition to influencing the overall strategy of the organisation as a member of the Management Committee.
- ◆ Improving business results through internal consultancy, performance audit and quality standards.
- ◆ Improving information and communication management systems and technology which support the Institute's planning and operations.

Candidates will be graduate qualified accountants with a proven track record at senior level gained within a customer orientated, quality driven, service environment. Essential personal qualities will include strong communication and influencing skills, a mature style in problem solving, commercial acumen and clarity of strategic vision with the energy to translate vision into reality. Whilst based at the Institute's offices near Corby, the individual will be expected to operate on occasion at its central London office.

Interested candidates should write, enclosing their CV and details of current package, to Gary Watson or Stephen Rutherford at Michael Page Finance, Page House, 39-41 Parker Street, London WC2B 5LN. Fax: 0171 831 6293. Please quote reference 463681. e-mail: stephenrutherford@michaelpage.com

**Michael Page**

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## UK Financial Controller

Hertfordshire

c £40,000 + Car + Bonus

Our client is the market leading high volume industrial arm of one of the world's largest US multi-nationals specialising in providing solutions to clients within the automotive, industrial and commercial sectors. With a worldwide turnover of \$2 billion and sustaining seven consecutive years of double digit profitability, they have an enviable reputation for delivering the greatest value at the lowest cost for their customers in over 40 countries.

Acquired five years ago, the UK operation turns over in excess of £75 million and is currently undergoing rapid development and inward investment in new technology, transforming a traditional culture into a world class manufacturing environment.

Reporting directly to the Finance Director, a newly created opportunity has arisen for an outstanding professional to be instrumental in this process by providing:

- ◆ Management support to the business including sales, logistics, engineering, marketing and administration.

- ◆ Leading project teams to investigate and develop management information and systems.
- ◆ Provision of cost estimates and management of the costing and control system.
- ◆ Reporting of results and forecasts to the parent group.
- ◆ Management of four accountants.

The successful candidate will be an ambitious qualified accountant, with strong technical skills, ideally gained within a high volume manufacturing business. However, of greater importance, are the personal qualities needed to deliver ambitious targets in a changing environment.

Interested candidates should write enclosing an up-to-date CV, quoting reference 458999 and including current remuneration to Nicky Blinning at Michael Page Finance, Centurion House, 136-142 London Road, St Albans, Herts AL1 1SA, fax 01727 841616 or e-mail: nickyblinning@michaelpage.com

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COLGATE-PALMOLIVE (UK) LIMITED

## Budget and Planning Accountant

Colgate Palmolive (UK) Ltd is part of the global FMCG company that manufactures, markets and sells oral care, body care and household products. Colgate Palmolive operates in 194 countries and has strong global brand names that include Colgate toothpaste, Colgate Total, Colgate Plax, Colgate toothbrushes, Palmolive, Kotynos, Mennen and Ajax. Colgate Palmolive is the leading global and UK oral care supplier with 34% of the UK domestic toothpaste market.

### Surrey

c £45,000 Package

The budget and planning department is a centre of excellence, maintaining a very close relationship with sales, marketing and operations. Its key purpose is to develop and maintain a product and customer financial plan.

Suitable candidates will be qualified accountants with a minimum of two years post qualification experience. Exposure to a commercial environment preferably within a retail organisation is essential.

Working in a highly commercial environment, the budget and planning role involves a number of key responsibilities, although key responsibilities will include:

• Drive, ambition and proactivity  
• Strong, flexible interpersonal skills  
• A proven track record in this role

• Developing and communicating a balanced brand category financial plan

Candidates should send a comprehensive CV to Alistair Robinson at

• Working closely with sales and marketing in aspects of brand performance and planning

Michael Page Finance, Cygnus House,

• Taking an active role in coaching and training colleagues across the organisation to improve financial understanding.

45-47 High Street, Leatherhead,

Surrey KT22 8AG or fax on 01372-370101,

quoting ref 466765, alternatively

e-mail: alistairrobinson@michaelpage.com

## Regional Financial Controller

c.£55k + car + bonus

Guildford

Autodesk is the world's leading supplier of computer aided design automation and multi-media software and the fourth largest pc software company in the world. Founded on leading edge products and a genuine focus on customer services, we currently have 3 million customers in 55 countries, representing industries from architectural and mechanical design, to film making, videography and geographic information systems. We're already generating revenues in excess of US\$60m and are set for continued growth.

expense forecasts. So you'll need to forge good working relationships with personnel at other Autodesk offices and adopt line management responsibility for staff in accounts and order processing.

You should hold a UK recognised professional accountancy qualification, and have experience of managing a similar function and of implementing computerised accounting and management information systems. A clear communicator, you're an experienced manager, capable of strong leadership, development and motivation.

If you're also a practised project manager, with formal legal training, a formal business qualification and experience of monitoring and maintaining quality standards, so much the better.

Interested candidates should send their CV including current remuneration details, quoting reference '5758' to our retained consultant Alistair Robinson at Michael Page Finance, 45-47 High Street, Leatherhead, Surrey KT22 8AG or telephone to register your interests on 01372 375 661.

To ensure the optimum utilisation of our UK facilities, we want you to manage our finance, administration and order processing functions and establish and maintain effective controls over our financial operating policies. Working closely with senior managers in the UK, Europe and the US, you'll assess information requirements and provide the facilities and services necessary to support their decision making, offering maximum efficiency whilst ensuring that expenses are controlled and reported.

Reporting to the Regional Financial Director, you'll take responsibility for the preparation of sales and

Design your career



Autodesk

http://www.autodesk.com



The Ares-Serono Group is a leading multinational engaged in research, development and marketing of products in the biotechnology field. With Executive Headquarters in Geneva (Switzerland), Ares-Serono ranks among the world's leading biopharmaceutical companies.

Our Corporate Finance division wishes to appoint a first-rate

## Manufacturing & Cost Analyst

to be based in Switzerland.

### Responsibilities:

- Evaluation, projection and analysis of all aspects of the Group's Inventory and Cost of Sales.
- Implementation of ABC in Manufacturing Sites.
- Close involvement with the Manufacturing Sites on a number of projects.
- Involvement in the implementation of Site and Corporate Manufacturing Cost Systems.

### Requirements:

- Professional Accountancy Qualification (CIMA, CA, CPA or equivalent).
- Several years' direct experience of working in a Manufacturing Finance environment.
- Hands-on expertise in Cost Accounting (e.g. ABC/M) and Inventory Systems.
- Familiarity with the issues involved in working in a complex multi-site, multinational manufacturing and supply environment.
- Enthusiastic, determined, self-confident, 'problem-solver'.

We offer very good employment conditions in a high technology and creative environment. If your profile and experience correspond to the above requirements, please submit your CV to:

ARES-SERONO INTERNATIONAL S.A., Human Resources Department, 15bis Chemin des Mines, 1211 Geneva 20, Switzerland



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## Financial Accounting Manager

Central London

£45,000 + Car + Benefits

Our client is an autonomous operating division of a FTSE 100 media company. A leading publishing group, it is supported by a globally renowned brand name. They boast an ambitious five year plan that will see turnover increase significantly through a combination of acquisition and organic growth.

The role will encompass the management, development and motivation of the team, integration of the financial systems of acquisitions, development of KPIs for the department and developing service level agreements with line managers.

Reporting to the Finance Director, the role will support a new and dynamic management team through a period of significant change and high profile investment. It will demand the ability to identify, prioritise and analyse the essential reporting and project assignments whilst defining appropriate procedural and systems solutions.

You will have a minimum of two years PQE. A background in operational review, consultancy or line management will be valued although the potential and quality of the applicant is paramount. You should possess a strong academic record and be able to demonstrate a track record of achievement that suggests you are a potential Director of the future.

This challenging position will require a consultative and questioning approach. Whilst taking responsibility for financial accounting processes and systems, the emphasis will be on driving the department forward, challenging current methodologies, redesign of existing systems and implementation of best working practice.

Interested applicants should apply in writing to Guy Stacey at Michael Page Finance, Page House, 39-41 Parker Street, London WC2B 5LN quoting reference 464177. Telephone 0171 269 2259 or fax 0171 242 1020. e-mail: guystacey@michaelpage.com

Michael Page

FINANCE

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## Major Telecommunications Group Commercial Analyst

South West London

Outstanding package

The global market leader currently stands at the forefront of major technology breakthroughs, which include the launch of cutting edge products and services. It provides a myriad of voice, data and cable services to consumer, corporations and businesses. Boundaries between the communications, media and technology sectors continue to unite providing this group with outstanding growth potential. This has resulted in an urgent need to recruit individuals with a background in customer focused businesses who are seeking unrivalled opportunities within a genuine 'vertical growth' market.

Responsibilities will include:

- Supervising and monitoring a team of 5 staff
- Evaluating and maximising effectiveness of key capital expenditure
- Re-engineering the existing capital planning process
- Liaison with internal systems development teams on major company - wide implementation projects
- Preparation of budgets and forecasts to tight deadlines.

These roles, within Capital Accounting, will provide the successful candidates with a firm understanding of the assets (both tangible and intangible) which underpin a telecommunications business, and a genuine participation in further strategy and evaluation of major capex appraisals.

Candidates should be qualified accountants with around 2 years PQE, preferably gained within a blue chip customer focused business. Personal attributes must include drive, enthusiasm and the confidence to liaise at a senior level within both finance and non-finance areas. Successful individuals will enjoy an accelerated career within a truly fluid and entrepreneurial environment. Interested candidates should forward their curriculum vitae with current salary details to Nicola Whitman at Jones Christopher.

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FINANCIAL EXECUTIVE SELECTION

Jones Christopher Limited, 20 New Bond Street, London W1Y 9HF.  
Tel: +44 (0)171 629 6116 Fax: +44 (0)171 629 7117 E-mail: nicola.whitman@jones-christopher.co.uk

## Business Planning Analyst Major FMCG Group

Middlesex

Comprehensive package

This significant FMCG organisation has an impressive portfolio of niche premier brand and retailer brand operations. Its culture is based on a commitment to provide products and services that meet the requirements of all its customers and consumers, focusing on maintaining and developing strong brand innovation and product excellence.

Financial evaluation of new investment opportunities

- Review and analysis of investment proposals
- Ongoing involvement in a range of ad hoc projects, requiring ongoing liaison with senior finance and non-finance management

As a result of ongoing expansion, the Company is seeking to appoint an exceptional, commercially oriented finance professional.

You are a qualified accountant with two to three years post qualification experience, an impressive track record of achievement encompassing strong technical, analytical and communication skills. You are seeking a new and exciting challenge. A high level of business acumen and confidence will equip you well to progress rapidly.

Reporting to the Business Planning Controller, key responsibilities will include:

- Production and subsequent analyses of monthly management information to meet divisional and operational team requirements
- Monitor and advise operations on key areas of cost control and performance trends

In addition to an attractive salary, this high profile opportunity will provide the successful individual with the potential to develop an outstanding career.

JONES • CHRISTOPHER  
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Tel: +44 (0)171 629 6116 Fax: +44 (0)171 629 7117 E-mail: katetojeiro@jones-christopher.co.uk

BBC Broadcast

## Head of Finance

English Regions

Birmingham

Salary according to qualifications and experience.

As a member of the English Regions senior management team, the Head of Finance plays a key role in managing the financial and business operations which support Regional Broadcasting's television, local radio and start services across England. With a spend of over £140 million a year funding many thousands of hours of output in radio and television, you will need to deliver financial and business management of the highest standards.

Working directly to the Controller English Regions, you will assist programme makers in finding more efficient ways of working as well as developing an increasing awareness of value for money across all centres. Among the highest priorities are assessing and advising on the financial impact of new IT based technology in news production and developing a overall Capital and Property strategy for the English Regions.

You will lead a team of senior finance staff in Birmingham and work closely with the individual Finance Managers in the ten English Regional centres. The ability to offer professional leadership to a team dispersed across England is a key requirement of this post.

For further information contact either Nigel Chapman, Controller English Regions, 0121-432 8622, or Alistair Currie, Head of Personnel, English Regions, 0121-432 8223.

For an application form, contact BBC Recruitment Services by November 23rd (quote ref. 29788/F and give your name and address) Tel: 0181-740 0005. Mincorn: 0181-225 9878. Postcard: PO Box 7000, London W12 8GJ. E-mail: recserv@bbc.co.uk. Online: www.bbc.co.uk/jobs/29788.shtml. Closes: November 26th.

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## Finance Controller/ Finance Director Designate

£ Excellent

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Our client is one of the top fifty surveyors and valuers in Britain and is based in four offices across the UK. The company manages £100m in assets producing a gross annual income of £120 million from property portfolios worth in excess of £1 billion.

The company is seeking a Financial Controller who will deal with all aspects of clients' management, accounting. Additionally the position requires in depth knowledge of all aspects of property VAT, current income tax legislation and experience of overseas taxation relating to property. A high degree of computer literacy is essential.

You will be ACA or ACCA qualified with at least five years' post-qualification experience and have the ability to act independently, have proven leadership qualities and be able to identify and implement change. You should also demonstrate evidence of strong commercial acumen and the potential to move into the role of Finance Director.

A substantial salary package is on offer to include company car, health and insurance schemes. In due course the incumbent may expect promotion to Board level with equity participation.

Applicants should send a CV with covering letter stating salary to Louise Rawlins, LLR Recruitment, 15 Lancaster Gardens, London SW19 5DG. Fax 0181 944 8495.



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Heathrow

## UK Finance Director

Aggressive planned growth in revenues and offering has generated the need for a proactive and experienced financial professional for the largest operating company of a uniquely positioned multinational group with operations worldwide. Challenging role supporting the UK CEO and Group CFO with significant scope for professional advancement and personal financial gain.

### THE ROLE

- Key member of UK board responsible for delivering on a stretching yet realistic strategy to raise margins and efficiency in a national multi-site operation with revenues in excess of £100 million.
- Providing superior financial and management information to improve the decision making process and work closely with group finance to create a responsive yet robust control environment.
- Developing and managing a sizeable team, upgrading the function's performance as the business enters a period of growth, development and restructuring.

### THE QUALIFICATIONS

- Commercial, systems literate graduate Accountant with first-class financial management and control skills gained from a cash-driven, multi-site operation. Property experience would be advantageous.
- Proven operator with high performance standards and excellent leadership and communication skills.
- Innovative and creative, able to comprehend and implement strategy with potential to progress in line with the demands of a growing business.

Leeds 0113 330 7774  
London 0171 238 3333  
Manchester 0161 499 6700

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Spencer Stuart

Please reply with full details to:  
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16 Cornmarket Place,  
London EC2 2ED

## DIRECTOR OF FINANCE

(EUROPE, MIDDLE EAST & AFRICA)  
INTERNATIONAL HEALTHCARE CORPORATION

### EXCELLENT BENEFITS PACKAGE

Our client is a highly successful and well respected publicly quoted healthcare corporation operating on a global basis. Their European, Middle Eastern and African headquarters are based in the UK and they now require a high calibre Director of Finance for their rapidly expanding operations in the Region.

Reporting to the President with a dotted line responsibility to the parent company, you will lead a highly motivated team responsible for the finance function including administration, legal, IT and encompassing acquisitions, joint ventures and in-licensing agreements. Key tasks will include the timely production of financial and management information, budgeting, capital expenditure control, and systems development. In addition you will play a key part in the development of the business working closely with the President and Regional Managers on commercial matters.

If you are interested in the position, please telephone Stuart Adamson FCA or Phillip Johns on +44 (0)113 245 1212 or send your CV, in confidence, quoting reference number 7250, to Adamson & Partners Ltd, 10 Lisson Square, Leeds LS1 4LY. Fax No. +44(0)113 242 0802. E-mail: adamson@adamson.co.uk  
Web site: <http://www.adamson.co.uk>

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INTERNATIONAL EXECUTIVE SEARCH & SELECTION

### WARWICKSHIRE BASED

You should be a qualified Accountant with a degree or MBA and have experience gained with a major healthcare or pharmaceutical group operating on an international basis. You will be highly commercial and used to controlling the finance function on an international basis. Experience of acquisitions and in-licensing agreements would also be highly desirable. You must possess excellent leadership abilities and be able to demonstrate first class technical and interpersonal skills with the ability to communicate at all levels. An international orientation and a flexible diplomatic approach are important requirements for this position.

This is a key appointment in a fast moving challenging environment and offers exceptional long term career potential.

## Change Manager

### LEADING CHANGE IN TREASURY OPERATIONS

Highly Attractive Salary

Peterborough

Thomas Cook is globally synergistic with travel and financial services. Unsurprisingly, when you consider that gross sales exceed £20 billion from 20 million customers, serviced from 3,000 locations in 200 countries.

Quite clearly, in an operation of this size, the Treasury function is a critical area within the business. Continuous enhancement is central to our strategy and a new role has been created for a Change Manager who will take full responsibility for the implementation of a comprehensive change programme within the area.

Reporting to the Global Head of Treasury Operations, this is an extremely high profile role within Thomas Cook, where your remit will be to:

- Evaluate, select and implement appropriate treasury management, processing and payment systems.

- Oversee multi-functional and multi-dimensional projects, managing complex change.
- Review processes and workflow within the division, acting as a member of the Treasury Operations strategy group.
- Liaise with and put together other treasury sites throughout the world.

**Thomas Cook**

You must be an accomplished Change Manager who can demonstrate experience of delivering real business benefit, on time and to budget, ideally with knowledge of treasury and financial services. You will certainly understand broad business strategy and as a credible manager, possess leadership and influencing skills with the ability to make positive impact quickly.

This is a superb opportunity for a bright, ambitious individual to play a key role within a market leading, global business.

**HARVEY NASH**

FINANCE

## Insure your future at THB

### FINANCIAL CONTROLLER

£45,000 + Car + Benefits

Orpington, Kent

Thompson Heath & Bond (Holdings) Ltd has operated largely through its Lloyds Broker since 1977. With over 120 employees in locations around the UK, our Clients' net assets are valued in excess of £3m with profits set to rise beyond £1m and overall growth of 30% per annum. Growth has been predominantly organic - North American business accounts for over 40% of activity which is planned to expand even further. There has never been a better time to join this Group. This new role has been created to meet the rising demands of the business and its expanding portfolio.

Working closely with the Chairman/CEO, you will share his aims and hence ambition. This is your chance to help shape the financial framework of the Group and influence future opportunities. Naturally, robust financial management/reporting and effective controls are essential. An awareness of the impact of IT systems on the business is paramount as you will also project manage a new nominal accounting system.

You will be a qualified accountant probably with 3 years' POE, gained ideally in a medium sized organisation, have experience of running a finance department and possess first-class technical skills. You will also need a strong IT affinity, the ability to concentrate on results and a proven track record at a senior financial level. Above all, you will carry the credibility and energy to win influence across the entire organisation.

The rewards match the challenge. An attractive salary is complemented by a comprehensive benefits package, whilst the scope for personal and professional advancement is considerable.

In the first instance, please write enclosing your CV to: Paul Mulcock, Senior Consultant, Stark Brooks Associates, First Floor, Francis Provident House, 13/14 South Parade, Leeds LS1 5QS. Tel: 0113 242 8888. Fax: 0113 242 8836. E-mail: [recruit@starkbrooks.co.uk](mailto:recruit@starkbrooks.co.uk). Closing date is 20 November 1998.

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## FINANCE DIRECTOR

MARKET LEADING BUSINESS SERVICE SECTOR COMPANY

LONDON

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- The company is the UK subsidiary of one of the global leaders in its field, which has over 50 offices in 32 countries. It is a profitable business and is the largest in the UK employing some 300 people.
- It provides tailor made solutions to an impressive client base, developed over 30 years using traditional methodologies combined with cutting-edge techniques.
- The Finance Director is an essential member of the senior management team, working closely with the Chief Executive and Chairman to ensure the overall smooth running of the company, in charge of a team of 40.

- The role is both strategic and operational in content. Early priorities will include systems development to support a matrix organisation structure, and contribution to the development of the group's global IT network.

- Candidates will be graduate qualified accountants with experience of managing a large finance team in a strongly people-orientated service sector industry.

- Personal qualities will include exemplary people skills; a calm, direct personality; a high level of self-motivation; and excellent communication abilities.

Please apply in writing quoting reference 1739 with full career and salary details to:  
Nigel Bates  
Whitehead Selection  
11 Hill Street, London W1X 8BB  
Tel: 0171 290 2045. Fax: 0171 290 2158  
[www.whiteheadselection.co.uk](http://www.whiteheadselection.co.uk)

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## Senior Internal Auditor

MINISTRY OF DEFENCE

The above opportunity exists within the Internal Audit Directorate of the Ministry of Defence, Sultanate of Oman. The post is offered on accompanied contract for an initial period of 2 years, renewable annually thereafter by mutual agreement.

In this role you will undertake systems-based internal audit functions of the Ministry of Defence and three Services, including the three "E's". Although based at the HQ MoD in Muscat, military establishments throughout the Sultanate will be visited. Duties will also include the training of Omani Auditors.

The Internal Audit Directorate makes a recognised and valuable contribution to the Ministry. It is in the process of revising its approach in order to provide a more responsive service to all levels of Command/Management. The successful applicant will contribute towards these developments which offer an exciting challenge.

Applications are invited from qualified Accountants, who have at least 7 years' Internal Audit Experience at a senior level within a diversified organisation.

Terms of Service include annual Pay in Omani Rials equivalent to approximately Pounds Sterling £24,000. There is an end of contract gratuity of 20% of the total pay received (both pay and gratuity are TAX-FREE and fully remittable worldwide). In addition, an attractive benefits package includes 60 days' annual leave with 2 return flights home, free fully furnished air-conditioned accommodation, services, allowances for domestic staff and transport and first class recreational facilities.

To apply, please write with full CV to:  
The Recruiting Officer (L), Military Attaché's Office,  
Embassy of the Sultanate of Oman, 64 Enlismore Gardens,  
London SW7 1NH.



**SULTANATE  
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Circa £42,000  
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**MOTOR  
NEURONE  
DISEASE  
ASSOCIATION**

Every day in the UK 3 people die of Motor Neurone Disease (MND). Whilst ultimately striving for a cure, the MND Association has a dual mission: to ensure that people affected by MND can secure the care and support they need; and to promote research into the causes and treatments. The Association works across the UK through 90 branches, over 1,000 volunteers and 6,300 members. The Association is growing and changing rapidly to constantly improve the quality and range of its work. Current annual income is £45m, a 25% increase on last year.

This is a broad and challenging position which is central to the efficient operation and continued development of the Association. Reporting to the Chief Executive, you will be a key member of the management team, contributing fully to the development and implementation of strategy. Your initial responsibilities will include a comprehensive review of the existing function and management information, in line with the changing needs of the management team and Trustees.

You will be a qualified accountant with at least five years' management experience gained within the commercial, voluntary or public sectors. A strategic thinker, with excellent interpersonal skills, you will have a flexible, hands-on approach and the desire to work as part of a committed team in a dynamic and growing organisation. An understanding of the issues affecting the voluntary sector is essential.

If you have the qualities and experience we seek, please apply with a comprehensive CV and salary details, quoting ref 1836, to Richard Holland (0171 304 1648) at Binder Hamlyn, 1 Scurry Street, London WC2R 2PS, or fax your details on 0171 489 6296. The closing date is 25 November 1998. Shortlist interviews will be held week commencing 30 November. Final interviews will be held on 17 December. The MND Association is committed to equal opportunities.

**BINDER HAMLYN**

**KPMG**

## Finance Director

- Wiltshire
- £70k + equity
- + exceptional benefits

Our client is one of the world's leading manufacturers of high technology components, a significant percentage of which are exported to a global customer base and used in numerous industrial applications. They are now seeking to appoint a highly commercial Finance Director who will be able to contribute immediately to the strategic goals of the business.

Working closely with the Managing Director and supervising a small accounts team you will be responsible for all aspects of the finance function including improvements to management information, particularly manufacturing and costing systems, in order to secure information essential to plan and control the commercial direction of the organisation. In addition you will

improve levels of financial awareness across the organisation and provide an informed financial perspective on a broad range of business issues to the board and senior colleagues.

Ideally a graduate chartered accountant with several years' commercial experience gained in manufacturing organisations, you will have the ambition and confidence coupled with technical and commercial skills to add value to the development of the organisation. The successful candidate will be a proven team player who has a 'hands on' approach and displays strong interpersonal and communication skills to influence people, issues and events.

Rewards are as you would expect from such a challenging and demanding role and include excellent salary and equity opportunity in addition to an exceptional benefits package.

Candidates who possess the combination of commercial and technical skills should apply in writing quoting current remuneration to Paul Bennett, KPMG Selection & Search, 100 Temple Street, Bristol BS1 6AG. Tel: 0117 905 4042. Fax: 0117 905 4041. Email: [paul.bennett@kpmg.co.uk](mailto:paul.bennett@kpmg.co.uk)

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## IT Appointments

## Exceptional Newly Created IT Posts Within a World Leading Bank

Geneva based

The Deutsche Bank Group, headquartered in Frankfurt, Germany is one of the world's largest financial institutions with total assets of DM1 trillion. The group has about 2,500 offices in more than 60 countries and employs around 75,000 people. The Private Banking Group is one of the fastest growing divisions within the organisation and is now operating out of 33 offices globally. In order to facilitate this growth, the bank is seeking a number of outstanding individuals to strengthen the IT team within the following areas.

## HEAD OF DEVELOPMENT

Integral to the Senior Management Team of the Private Bank, the successful individual will be expected to build and lead a team of programmers and business analysts in developing top quality private banking applications on a Cobol / Unix bank processing platform.

The ability to structure both the team and processes whilst ensuring that they work in constructive co-operation with other Deutsche Bank development teams will prove fundamental to the incumbent's success.

Suitable applicants must possess experience in running software development teams and/or projects coupled with a full understanding of software life cycles. Experience gained in Banking or within a Brokerage is essential for this position.

Deutsche Bank offers a meritocratic and challenging career structure on a global basis coupled with excellent compensation packages designed to attract and retain the very best candidates. Interested applicants should contact our retained advisor Paul Marsden on: 00 44 171 930 1222 or Fax on: 00 44 171 930 1444. Alternatively, write enclosing your CV to: Astbury Marsden Search and Selection, 40 Strand, London, WC2N 5HZ. Email: paul.marsden@astburymarsden.co.uk. All direct responses will be forwarded to Astbury Marsden.

## SENIOR PROJECT/IMPLEMENTATION

Working on site within the Private Banking operations, these roles carry responsibility for the implementation of the complete Private Banking systems infrastructure.

Leading teams of up to 20 analysts you will undertake the complete implementation cycle from the requirement analysis to the adaptation of workflows and the installation of new systems.

Suitable applicants must possess a detailed knowledge of either Security Processing Operations, Bank Operations or Private Bank front office processes. Previous Project Management experience particularly of implementation projects is desirable but not essential.

## BUSINESS/IMPLEMENTATION ANALYSTS

Working in a variety of European locations these are client facing roles, which will require building up extremely close working relationships with the business users.

Analysts will be required to liaise with systems users in banking and systems terms, understand and document their requirements and turn them into technical specifications. Additionally they will work closely with the development team on the realisation, testing and implementation of new developments.

Suitable candidates will possess either a background in Banking/Brokerage or Management Consultancy. A desire to travel is essential, as is the ability to communicate effectively at all levels.

Deutsche Bank



Investment Banking, Securities, Fund Management

## IT CONSULTANTS

City

to £80,000

'With a market capitalisation of over £2 billion, CMG is one of the world's top 40 IT service companies. Our status has been acknowledged not only by our clients but also by independent analysts who have judged us to be among the hundred best companies to work for in the UK'. (McGraw Hill 1997)

CMG's Wholesale Banking Division delivers IT products and services to the financial markets sector and enjoys a reputation for excellence with over a hundred City clients. Our consultancy team provides pragmatic support to leading international banks in overcoming business challenges such as globalisation, EMU and market change.

The work is varied. Current assignments include: IT Strategy, EMU, business process design, business analysis, programme management, package selection and implementation. We now seek to recruit a number of high quality consultants to join this successful team based in our City office and to contribute to the direction and development of this business.

You will have acquired experience of City IT projects with an investment

bank, fund manager, securities house, consultancy firm, software house or other City supplier. This experience should be accompanied by in depth product and process knowledge in areas such as treasury, risk, regulation, settlement or trading. Interpersonal skills are as important as business knowledge and technical expertise. In particular you need strong oral and written communications skills.

If you have the ability and experience to succeed and the desire to work within an organisation where growth has been generated by excellence, integrity and openness, please contact our advising consultant, Roger George, quoting reference CMG770, at McGregor Boyall Associates, 114 Middlessex Street, London E1 7JL. Tel: 0171 808 1450. Fax: 0171 247 7475. Email: rgeorge@mcgregor-boyall.com

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The Centro Studi San Salvador (CST) of Telecom Italia, located in Venice, is looking for

## 2 senior researchers

CST carries out research on the evolution of ICT, the economic impact of on-line services, and, in particular, the Internet. The activity involves co-operation with European research centres and participation in EU-funded research projects.

Ideal candidates should have:

Candidate A: university degree (M.Sc. or Ph.D. preferred) consistent with the economics of networks and basic knowledge of the relevant technologies.

Candidate B: university degree (M.Sc. or Ph.D. preferred) related to information and communication technologies, and in particular on-line service technologies and applications, and experience on the socio-economic impact of these technologies.

Candidates should be in their mid thirties, be fluent in Italian and English, and have at least 4 years experience carrying out and managing ICT-related research.

A competitive package is offered for a max term of two years.

Applications will be accepted until November 30<sup>th</sup>, 1998.

Please send your CV to:

Telecom Italia S.p.A., Centro Studi San Salvador,  
San Marco, 4826, I-30124 Venezia, Italy

tel +39 041 5213260

fax +39 041 5232245

E-mail: [sansalvador@csudi.telecomitalia.it](mailto:sansalvador@csudi.telecomitalia.it)

## BANKING FINANCE &amp; GENERAL APPOINTMENTS

## Product Management Analyst &amp; Product Management Assistant

## INVESTMENT MANAGEMENT

City

EXCELLENT PACKAGES

Our client is a global investment management company with approximately £25 billion under management for institutional and individual clients in both the UK and overseas. Due to the expansion in a major business area, they wish to appoint a Product Management Analyst and a Product Management Assistant.

## Key responsibilities:

## The Analyst

- Designing and implementing a product and competitor database
- Analysing market data to identify market trends and product opportunities
- Assist in the development of new products
- Designing and preparing product and market presentations

## The Assistant

- Designing and preparing presentations for new products
- Assisting in the development of new retail products
- Providing marketing support for product launches

The Analyst must have the ability to build and maintain a database of investment products with the necessary technical support, accurately analyse and compile complex information into precise market briefs, whilst making full use of various information systems. You will already have a sound knowledge of the European retail funds market.

Both positions are challenging, working in a competitive environment, and require computer literate and team oriented individuals. Educated to degree level, you will speak fluent German and English, additional European language skills are desirable.

The excellent remuneration packages on offer include a competitive salary and a full range of financial services benefits.

To apply, please send your CV together with details of your current package, to Trevor Robinson, quoting ref: FT/PS0477, at the address below.

JONATHAN WREN & CO LIMITED, FINANCIAL RECRUITMENT CONSULTANTS,  
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The human face of financial recruitment

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## Head of Credit and Risk

## Excellent Package

As the commercial banking arm of Alliance & Leicester plc, Girobank needs little introduction. It is the UK's leading provider of money transmission services to businesses and, building on this foundation, has a demanding strategy for the future. There is commitment to growing the loan portfolio, whilst maintaining its quality.

The appointment of a new Head of Credit and Risk is critical for the organisation. You will work closely with the Deputy Managing Director in shaping, leading and developing the credit strategy of Girobank. You will take full responsibility for the setting, monitoring and measuring of policy standards, and for loan underwriting, portfolio review and loan collectability. You will also liaise with Girobank's asset finance business and other relevant parts of the Alliance & Leicester Group to ensure commonality of appropriate procedures.

We seek an individual who will thrive in this challenging, high profile position and take an active part in the future development

## North West

of Girobank. Therefore, to be considered for this role you should be able to demonstrate:

- First class credit experience gained following training with a UK clearing bank.
- An ACIB qualification.
- Lending experience gained over the economic cycle.
- The ability to balance business development with the need to protect the integrity of the Bank's portfolio.
- Established relationships with major corporate customers.
- Leadership qualities to secure contributions from your Commercial Lending team.
- Excellent influencing skills.

**Girobank**  
Moving money for business

To apply, please send your CV with a covering letter, including daytime telephone number and current salary details, to Harvey Nash plc, 12 Grafton Street, London W1X 7AH. Telephone: 0171 323 0333. You may also apply via e-mail: [finance@harveynash.com](mailto:finance@harveynash.com) or <http://ftp.com/harveynash>. Please quote reference number PH098FT.

HARVEY NASH

FINANCE

## Executive Corporate Finance

We are a leading international investment banking and asset management group operating in over 40 countries around the world. We are now recruiting a Corporate Finance Executive specialising in the Asia-Pacific region.

The successful applicant will be based in London in the Asia-Pacific team. The ideal candidate will be a MBA with experience of both marketing to clients and providing research on industries, sectors and companies. The successful candidate will also have had exposure to Asian corporate clients and experience of dealing with senior government personnel, especially in Greater China. Fluency in English, Mandarin and Cantonese is also required.

Please apply in writing to Box No A6261  
Financial Times, One Southwark Bridge  
London, SE1 9HL

The Fantastic Corporation has developed the first Broadband Multimedia Broadcast system. Based in Zug, with subsidiaries in Europe, the USA and Asia, we are aggressively expanding into the Business-to-Business market to enhance Global Business Communication. For our Marketing Team, we are looking for:

## Investor Relations Coordinator

Develop and manage functions related to investor relations for The Fantastic Corporation. Responsibilities include preparing and disclosing quarterly reports to private investors and financial community, responding to external inquiries regarding performance, coordinating distribution of annual reports.

We are looking for a highly motivated self-starter who is able to thrive in a fast-paced environment. The ideal candidate will have the ability to work with different cultures and meet tight deadlines.

Strong verbal and oral communication skills essential. Solid understanding of financial reporting required. Background or understanding in investor relations or financial reporting structures in Europe and US a plus. Bachelors degree in business or accounting a plus. This position is based in Zug, Switzerland.

We offer: The dynamism of a fast-growing company with 135 employees, a stimulating work environment with growth opportunities, a young and multicultural team with more than 18 nationalities, an IT infrastructure with the latest systems and applications. Check out our web site: <http://www.fantastic.com>

If you are ready to join one of the fastest growing companies, please send cover letter and resume to Marcelle Risk:

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You will have a quantitative background, with a full understanding of relative value and the ability to interpret fundamental and technical analysis.

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Fax resume for attention of Jo Green: +44 171 638 3150

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Sie sollten fluessend Deutsch sprechen, belastbar sein, guten Teamgeist besitzen, sowie ueber eine schnelle Auffassungsgabe verfuegen. Darüber hinaus erwarten wir eine Persönlichkeit, die in einem ergebnis- und erfolgsorientierten Umfeld ambitioniert zu arbeiten weiss. Erfahrungen im Handel und/oder Verkauf von Wertpapieren in einer Juniorposition waeren von besonderem Vorteil. Ihre Bewerbung richten Sie bitte mit den ueblichen Unterlagen an Box A6262, Financial Times, One Southwark Bridge, London SE1 9HL.

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